



COVID-19 Personal-Care Industry Guidelines

SUMMARY OF STATE OF MICHIGAN
EXECUTIVE ORDER 2020-114

ALL BUSINESSES OR OPERATIONS THAT PROVIDE BARBERING, COSMETOLOGY SERVICES, BODY ART SERVICES (INCLUDING TATTOOING AND BODY PIERCING), TANNING SERVICES, MASSAGE SERVICES, OR SIMILAR PERSONAL-CARE SERVICES

Important Note:

The requirements in this presentation are in reference to Michigan's current Executive Order 2020-114 [EO 2020-114](#) and recommendations from OSHA and the CDC.

The best practice and guidance information provided in this presentation, follows information and guidance provided through the CDC and OSHA,
as of June 8, 2020

Employers should continue to review CDC and OSHA websites, to ensure their workplace policies and procedures are based on the most up-to-date information available.

General Workplace Requirements – Overview

All Businesses with In-Person Operations must:

Develop COVID-19
Preparedness &
Response Plan

Designate COVID-19
site supervisor

Provide Employee
COVID-19 Training

Conduct Daily Entry
Self-Screening
Protocol

Maintain 6ft Social
Distancing

Provide Non-Medical
Face Coverings &
Consider Use of Face
Shields

Update Cleaning &
Disinfection Protocols

Develop Response &
Notification Plan for
confirmed cases

Restrict non-essential
business travel

Encourage use of PPE
& Hand Sanitizer

Promote Remote
Work

Adopt additional
controls as necessary

General Workplace Requirements

- ❑ Develop COVID-19 Preparedness & Response Plan
 - Use OSHA Guidance to Develop a COVID-19 Preparedness & Response Plan
 - Assess level of exposure risk for worksite – assess individual tasks
 - Consider where, how and what sources of SARS-CoV-2 might be in the workplace
 - Consider non-occupational risk factors at home & within the community
 - Keep current with federal, state & local guidance
 - Implement basic infection control measures
 - Develop policies/procedures to identify and isolate sick individuals
 - Implement workplace controls – use hierarchy of controls

❑ [MIOSHA Sample Preparedness & Response Plan for Low & Medium Risk Employees](#)

**Occupational Risk Pyramid
for COVID-19**



General Workplace Requirements

- Designate one or more worksite supervisor to implement, monitor & report on COVID-19 Preparedness & Response Plan
 - Worksite supervisor must remain on-site at all times when employees are present
 - May be an employee designated & trained in this role
- Develop Daily Entry Self-Screening Protocol For Employees & Contractors
 - At a minimum must include questionnaire
- Maintain 6ft Social Distancing
 - Ground Markings
 - Signs
 - Physical Barriers
- Promote Remote Work
- Restrict Non-essential Business Travel
- Encourage use of PPE & hand sanitizer on public transportation

General Workplace Requirements

- ❑ Cleaning & Disinfection Protocols
 - Increase facility cleaning & disinfection – focus on high touch areas & shared equipment
 - Make cleaning supplies available to employees upon entry AND at the worksite
 - Provide time for employees to wash hands frequently or use hand sanitizer
 - Develop cleaning & disinfection protocol for facility in the event of a positive COVID-19 case
- ❑ Develop Response & Notification Plan for Confirmed Cases of COVID-19
 - Notify local public health department IMMEDIATELY **and** any co-workers, contractors, or suppliers that may have come in contact with the person with a confirmed case of COVID-19 within 24-hours
 - Establish protocols for temporary closure of all or part of the worksite for deep cleaning
 - Include protocols for sending affected employees home
- ❑ Allow employees with a confirmed or suspected case of COVID-19 to return to work only after they are no longer infectious
 - Use the most current guidelines from the CDC for this determination – [CDC Discontinuation of Isolation](#)

General Workplace Requirements

Face Coverings



□ Provide Non-Medical Face Coverings to Employees

- Require masks to be worn when a distance of 6ft cannot be maintained
- Consider use of face shields when a distance of 3ft cannot be maintained
- Train on proper wear, use, & maintenance of face coverings
- Train on protection provided by face coverings
- Cloth face coverings are not N95 respirators or surgical masks

Face Coverings vs Respirators

COVID-19 FACEMASKS VS. RESPIRATORS



Cloth or Paper Face Mask



Surgical Face Mask



Filtering Facepiece Respirator (e.g. N95)

	Cloth or Paper Face Mask	Surgical Face Mask	Filtering Facepiece Respirator (e.g. N95)
Testing & Approval	Not tested or approved, but recommended by the CDC	Cleared by the U.S. Food and Drug Administration per 21 CFR 878.4040	Evaluated, tested and approved by NIOSH per 42 CFR Part 84
Intended Use & Purpose	To prevent transmission of the virus between people in close proximity	A fluid resistant barrier designed to protect the wearer from large droplets, splashes or sprays of bodily or other hazardous fluids.	Reduces the wearer's exposure to small particle aerosols and large droplets

COVID-19 VOLUNTARY VS. REQUIRED RESPIRATOR USE



The employer determines the necessary PPE required for the job task(s). The employer is responsible for payment, replacement, maintenance, cleaning, laundering and disposal of PPE. Training should be provided to employees regarding proper use, limitations, care and maintenance of PPE. Where respirators are provided, the following table outlines additional requirements:

Guidelines for Employees Using Respiratory Protection

	Filtering Facepiece Respirator (e.g. N95)	
	Required	Voluntary
Fit Testing	Yes	No
Medical Evaluation	Yes	No
Facial Hair Prohibited	Yes	No
Appendix D Provided	No	Yes
Training per 1910.134(k)	Yes	No
Cleaning, Storage & Maintenance of Respirator	Yes	Yes

- Know the difference between cloth face coverings and respirators
- NIOSH Certified Respirators require compliance to the Respiratory Protection Program
- [Facemasks vs Respirators Factsheet](#)
- [Voluntary vs Required Respirator Use Factsheet](#)

General Workplace Requirements

Employee COVID-19 Training

□ Provide COVID-19 Training to Employees

- At minimum must include:

Workplace infection-control practices

The proper use of personal protective equipment

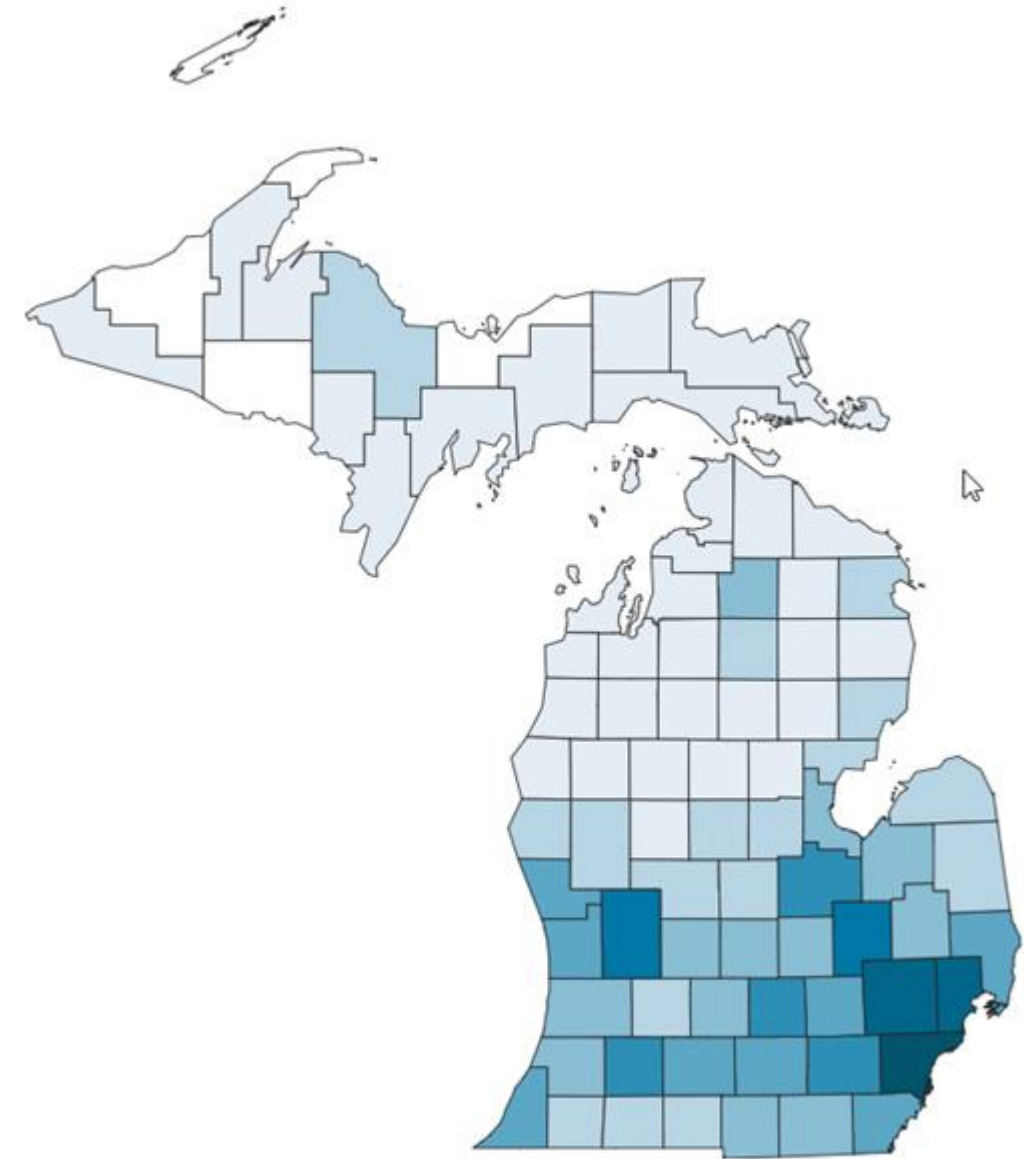
Steps the employee must take to notify the business or operation of any symptoms of COVID-19 or a suspected or confirmed diagnosis of COVID-19

How to report unsafe working conditions.

General Workplace Requirements

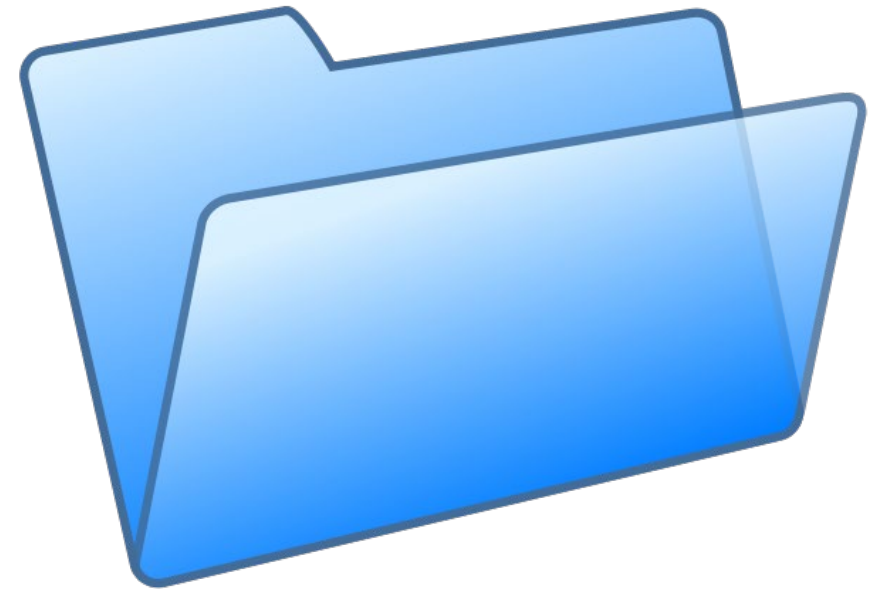
Adopt Additional Infection-Control Measures as Necessary

- Additional controls may be necessary based on:
 - Tasks performed at the worksite
 - Rate of Infection in the community



Recordkeeping per Executive Order 2020-114

- Employers **MUST** maintain records required by sections:
 - 1(c) – Employee training
 - 1(d) – Daily entry screening protocol for all employees or contractors
 - 1(k) – Confirmed employee case of COVID-19



Ten Steps All Workplaces Can Take to Reduce Risk of Exposure to Coronavirus

All workplaces can take the following infection prevention measures to protect workers:

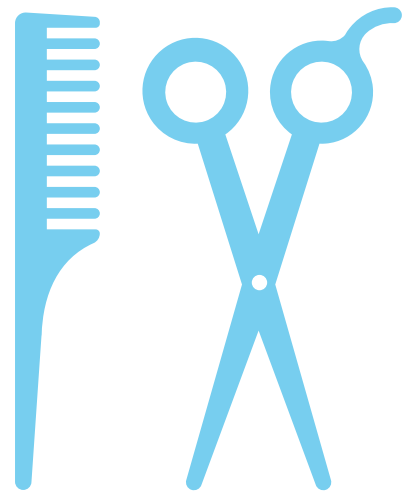
- 1 Encourage workers to stay home if sick.
- 2 Encourage respiratory etiquette, including covering coughs and sneezes.
- 3 Provide a place to wash hands or alcohol-based hand rubs containing at least 60% alcohol.
- 4 Limit worksite access to only essential workers, if possible.
- 5 Establish flexible worksites (e.g., telecommuting) and flexible work hours (e.g., staggered shifts), if feasible.
- 6 Discourage workers from using other workers' phones, desks, or other work tools and equipment.
- 7 Regularly clean and disinfect surfaces, equipment, and other elements of the work environment.
- 8 Use Environmental Protection Agency (EPA)-approved cleaning chemicals with label claims against the coronavirus.
- 9 Follow the manufacturer's instructions for use of all cleaning and disinfection products.
- 10 Encourage workers to report any safety and health concerns.

For more information, visit www.osha.gov/coronavirus call 1-800-321-OSHA (6742)

General Workplace Practices – OSHA

- Frequently wash hands with soap & water for 20 seconds
- Use 60% alcohol hand sanitizer when soap & water are unavailable
- Avoid touching eyes, nose, or mouth with unwashed hands
- Practice good respiratory etiquette – cover your cough
- Avoid close contact with those who are sick
- Stay home if sick
- Recognize personal risk factors & underlying conditions

[OSHA – Control & Prevention](#)



Requirements for Personal-Care Services

EXECUTIVE ORDER 2020-114 REQUIREMENTS

Post Signs At Entrance(s)



Instructing customers of their legal obligation to wear a face covering when inside the establishment



Informing customers not to enter if they are or have recently been sick

Entering the Facility

- ❑ Require employees and customers to wear a face covering at all times, except that customers may temporarily remove a face covering when receiving a service that requires its removal. During services that require a customer to remove their face covering, an employee must wear a face shield or goggles in addition to the face covering
- ❑ An individual may be required to temporarily remove a face covering upon entering an enclosed public space for identification purposes
- ❑ Restrict entry to customers, to a caregiver of those customers, or to the minor dependents of those customers



Personal Protective Equipment

- Require employees to make proper use of personal protective equipment in accordance with guidance from the CDC and OSHA

Waiting Area



Limit waiting-area occupancy to the number of individuals who can be present while staying six feet away from one another and ask customers, if possible, to wait in cars for their appointment to be called



Discontinue all self-service refreshments



Discard magazines in waiting areas and other nonessential, shared items that cannot be disinfected



Mark waiting areas to enable six feet of social distancing (e.g., by placing X's on the ground and/or removing seats in the waiting room)

Workplace Controls

Require in-use workstations to be separated by at least six feet from one another and, if feasible, separate workstations with physical barriers (e.g., plexiglass, strip curtains)

Install physical barriers, such as sneeze guards and partitions at cash registers, where maintaining physical distance of six feet is difficult

General Requirements

- Maintain accurate appointment and walk-in records, including date and time of service, name of client, and contact information, to aid with contact tracing
- Cooperate with the local public health department if a confirmed case of COVID-19 is identified in the facility

Stay Updated

Recommendations & requirements are being updated in response to a changing environment with COVID-19

The CDC and OSHA are continually updating recommendations

Read the most recent Michigan Executive Orders for new developments in the state

Resources

Personal Care Industry Resources

- https://acchamber.com/wp-content/uploads/2020/05/Reopening-Guidance-for-Hair-and-Nail-Salons_GuidanceDocument.pdf
- <https://safe-tattoos.com/tattoos-%26-covid-19>
- <https://www.facebook.com/groups/669232533810192>
- [https://www.michigan.gov/documents/coronavirus/Cosmetology and Barber Services Informed Choice 06 04 2020 693052_7.pdf](https://www.michigan.gov/documents/coronavirus/Cosmetology_and_Barber_Services_Informed_Choice_06_04_2020_693052_7.pdf)

MIOSHA Resources

- [MIOSHA Webpage](#)
- [MIOSHA Consultation, Education & Training \(CET\) Division](#)
- [MIOSHA Standards](#)
- [Request for Consultative Assistance](#)
- [PPE Guide for General Industry \(SP #16\)](#)
- [Respiratory Protection Program – Sample Written Program \(SP #05\)](#)
- [Hazard Communication Program – Sample Written Program \(CET 5530\)](#)
- [MIOSHA Training Program](#)

COVID-19 Resources

MIOSHA

- [COVID19 Interim Enforcement Plan](#)

State of Michigan

- [Coronavirus](#)
- [Frequently Asked Questions](#)
- [EO- 114](#)

OSHA

- [COVID-19 Information](#)
- [Guidance on Preparing Workplaces for COVID-19](#)
- [Seven Steps to Correctly Wear a Respirator at Work](#)
- [Ten Steps for All Workplaces to Reduce Risk of Exposure to Coronavirus](#)

CDC

- [Coronavirus Disease \(COVID-19\)](#)
- [Interim Guidance for Businesses to Plan and Respond to COVID-19](#)
- [Use of Cloth Face Coverings to Slow the Spread of COVID-19](#)
- [Interim Guidance for Workers Who May Have Had Exposure to a Person with COVID-19](#)
- [Cleaning & Disinfecting Your Facility](#)
- [Discontinuation of Home Isolation](#)

Other

- AIHA – [Back to Work Safely](#)

Contact MIOSHA

Michigan Occupational Safety and Health Administration (MIOSHA)

530 W. Allegan Street, P.O. Box 30643

Lansing, Michigan 48909-8143

If you need further information regarding COVID-19

Call 855-SAFEC19 (855-723-3219).

To request consultation, education and training services, call 517-284-7720

or visit our website at:

www.michigan.gov/miosha

