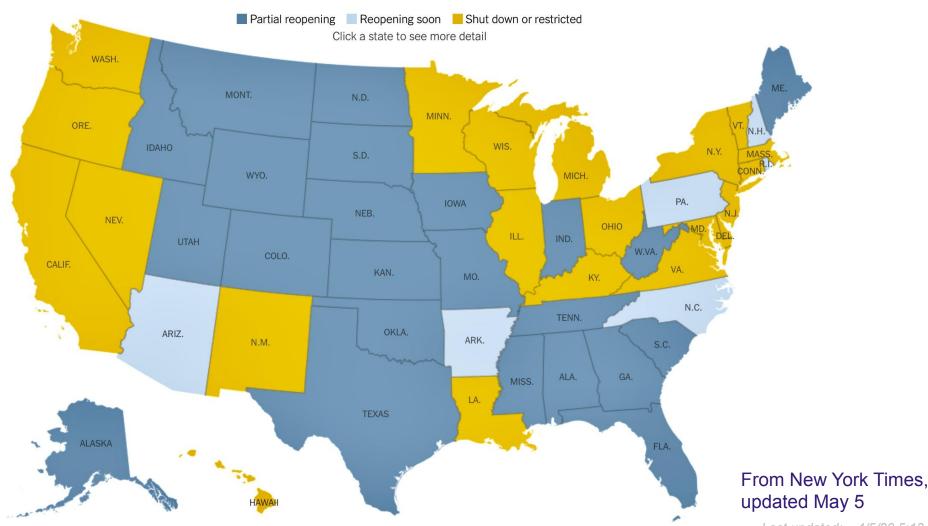


Guidelines for employers and individuals during phases of economic opening

Nearly half of the US reopened in some form this week





The White House has issued guidelines for opening up America again

Phase One

For States and Regions that satisfy the gating criteria

Phase Two

For States and
Regions with no
evidence of a
rebound and that
satisfy the gating
criteria a second
time

Phase Three

For States and
Regions with no
evidence of a
rebound and that
satisfy the gating
criteria a third time

www.whitehouse.gov/openingamerica/#guidelines

Its guidelines are for employers

All phases

- Develop and implement appropriate
 policies, in accordance with Federal,
 State, and local regulations and
 guidance, and informed by industry
 best practices, regarding social
 distancing and protective equipment,
 temperature checks, sanitation, use
 and disinfection of common and
 high-traffic areas, business travel
- Monitor workforce for indicative symptoms. Do not allow symptomatic people to physically return to work until cleared by a medical provider.
- Develop and implement policies and procedures for workforce contact tracing following employee COVID+ test

- Continue to encourage telework
- Return to work in phases.
- Close common areas
- Minimize non-essential travel
- Strongly consider special accommodations for vulnerable personnel
- Schools and organized youth activities should remain closed
- Visits to senior living facilities and hospitals should be prohibited
- Large venues (e.g., sit-down dining, movie theaters, sporting venues, places of worship) can operate under strict physical distancing protocols
- Elective surgeries can resume
- **Gyms** can open if they adhere to strict physical distancing and sanitation protocols
- Bars should remain closed



COVID-19 LOCAL RESPONSE INITIATIVE

Its guidelines are for employers

Phase 2

- Continue to encourage telework
- Close common areas
- Strongly consider special accommodations for vulnerable personnel
- Schools and organized youth activities can reopen
- Visits to senior care facilities and hospitals should be prohibited
- Large venues (e.g., sit-down dining, movie theaters, sporting venues, places of worship) can operate under moderate physical distancing protocols
- Elective surgeries can resume
- Gyms can remain open if they adhere to strict physical distancing and sanitation protocols
- Bars may operate with diminished occupancy

- Resume unrestricted staffing of worksites.
- Visits to senior care facilities and hospitals can resume
- Large venues (e.g., sit-down dining, movie theaters, sporting venues, places of worship) can operate under limited physical distancing protocols
- Gyms can remain open if they adhere to standard sanitation protocols
- Bars may operate with increased standing room occupancy



COVID-19 LOCAL RESPONSE INITIATIVE

And for individuals

All phases

- Continue to practice good hygiene
- People who feel sick should stay at home

- All vulnerable individuals should continue to shelter in place
- All individuals, when in public, should maximize physical distance from others
- Avoid socializing in groups of more than 10
- Minimize non-essential travel

And for individuals

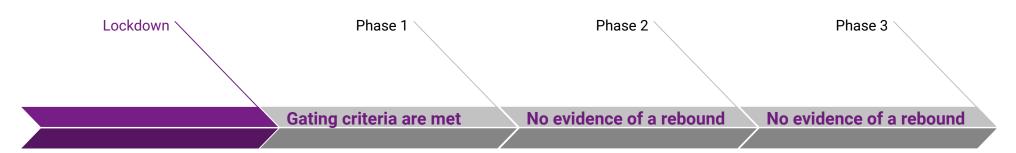
Phase 2

- All vulnerable individuals should continue to shelter in place
- All individuals, when in public, should maximize physical distance from others
- Non-essential travel can resume.

- Vulnerable individuals can resume public interactions, but should practice physical distancing
- Low-risk populations should consider minimizing time spent in crowded environments

COVID-19 LOCAL RESPONSE INITIATIVE

Guidelines may change during different phases of reopening



Restaurants cannot open their premises

E.g. Restaurants can sell prepared food and non-alcoholic beverages by contactless delivery and collection

Restaurants may open their premises with restrictions

E.g. Restaurants can open, subject to the public health measures required at phase 2, for example distancing between tables

Restaurants may reopen their premises with fewer restrictions

E.g. Restaurants can open, subject to the public health measures required at phase 3, for example cleaning and disinfection Restaurants may reopen their premises with fewer (or no) restrictions



It is not possible to issue guidelines for every sector and every business type

Therefore, it will be important to issue general public health measures re:

- Social distancing/ high traffic areas Sick employees/ sick leave
- Cleaning and disinfection
- Ventilation
- PPE
- Hand hygiene
- Temperature checks/employees who have symptoms

- Vulnerable employees
- Meetings and gatherings
- **Business travel**
- Etc.

These measures should be sourced from CDC/ public health officials

COVID-19 LOCAL RESPONSE INITIATIVE

The guidelines for all businesses cover a range of topics

Technical measures for all businesses

- Overarching business guidance (<u>USA</u> CDC)
- Creating a business safety plan (NZ)
- Creating a safe office/ workplace (<u>CO</u>, <u>DE</u>, <u>HK</u>, <u>OH</u>, and <u>OK</u>)
 - High traffic areas (<u>DE</u> and <u>IT</u>)
 - Bathrooms and canteens (<u>DE</u> and <u>IT</u>)
 - Work equipment and tools (<u>DE</u>)
 - Ventilation (<u>DE</u>)
 - Cleaning protocols (<u>USA</u> CDC, <u>USA</u> CDC, <u>USA</u> CDC, <u>CZ</u> and <u>IT</u>)
 - Work hours and breaks (<u>DE</u>)
 - Storing work clothing and PPE (<u>DE</u>)
 - Access by non company personnel to the workplace (<u>DE</u>)

- Business trips and meetings (<u>DE</u> and <u>IT</u>)
- Home offices (<u>DE</u>)
- Outdoor businesses (<u>DE</u> and <u>UK</u>)
- Provision of services in households (<u>HK</u> and <u>UK</u>)
- Collective accommodation (<u>USA</u> CDC, <u>DE</u>)
- Outdoor seating (<u>SC</u>)
- Instructions for suspected cases (<u>USA</u>
 CDC, <u>DE</u>, <u>IT</u> and <u>NZ</u>)
- Minimizing mental stress (<u>DE</u> and <u>NZ</u>)
- FAQs (<u>AT</u> and <u>DK</u>)
- Business checklist (<u>USA</u>, <u>USA</u> (2017), <u>USA</u> (2015) and <u>ME</u>)
- Workplace posters (<u>SG</u> and <u>SG</u>)

Acronym Guide

- AU Australia
- AT Austria
- CO Colorado
- CZ Czech
- DE Germany
- DK Denmark
- GA Georgia
- HK Hong Kong
- IA lowa
- ID Idaho
- IT Italy
- ME Maine

- MT Montana
- ND North Dakota
- NZ New Zealand
- OH Ohio
- OK Oklahoma
- SC South Carolina
- SG Singapore
- TN Tennessee
- UK United Kingdom
- USA United States
- UT Utah

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COVID-19 LOCAL **RESPONSE** INITIATIVE

Examples

Questions and answers What requirements do I have to meet if I have a Can I keep my business open if I can't make a h Does cash pose a risk of infection? How can we keep our canteen open? Should we do something special about dishwas What should I do if I have an employee in the ri May I reopen my shop? Written by the Ministry of Business, the Ministry of Employme

BUSINESS PANDEMIC INFLUENZA PLANNING CHECKLIST

In the event of pandemic influenza, businesses will play a key role in protecting employees' health and safety as well as limiting the negative impact to the economy and society. Planning for pandemic influenza is critical. To assist you in your efforts, the Department of Health and Human Services (HHS) and the Centers for Disease Control and Prevention (CDC) have developed the following checklist for large businesses. It identifies imports

Notes 16:40 Mon May 4 specific activities large businesses can do now to prepare, many of which will also help you in other emergenci Further information can be found at www.pandemicflu.gov and www.cdc.gov/business.



New Zealand Governmen

. ■ LTE 32% worksafe.govt.nz WORKSAFE Mahi Haumaru Aotearoa COVID-19 safety plan Identify a pandemic coordinator and/or team with defined roles and respo Use this form to document your thinking about how you and your workers will keep safe at work during the COVID-19 pandemic response planning. The planning process should include input from labor Provide as much information in response to each question as possible. This information will help your workers and other people Identify essential employees and other critical inputs (e.g. raw materials, suppli There is guidance on what to think about when you're planning a safe return to work here: $\underline{worksafe.govt.nz}$ You don't need to send this plan to WorkSafe for review or comment Company details Business name: Worker representative consultation: Manager approval Division/group Date distributed: Revision date: Refer to the WorkSafe guidance for constructing a COVID-19 safe work plan for full details DESCRIBE WHAT YOU WILL DO WHO IS RESPONSIBLE What will be done to Consider: Changed workforce, changed rosters, hygiene requirements (surfaces, separation, toilet) manage risks from restarting business after lock-down? How will you ensure Consider: Providing guidance, meetings to discuss distancing and hygiene, regular review. how to keep themselves safe from exposure to COVID-19?

worksafe.govt.nz 0800 030 040

1.1 Plan for the impact of a pandemic on your business:

Completed In Progress Not Started

Version 3.6

			Train and prepare ancillary workforce (e.g. contractors, employees in other
H	H	1	Develop and plan for scenarios likely to result in an increase or decrease i
0	100		and/or services during a pandemic (e.g. effect of restriction on mass gath supplies).
			Determine potential impact of a pandemic on company business financial scenarios that affect different product lines and/or production sites.
			Determine potential impact of a pandemic on business-related domestic a quarantines, border closures).
			Find up-to-date, reliable pandemic information from community public h and other sources and make sustainable links.
			Establish an emergency communications plan and revise periodically. This key contacts (with back-ups), chain of communications (including supplier for tracking and communicating business and employee status.
			Implement an exercise/drill to test your plan, and revise periodically.
1.2 Plan for the impact of a pandemic on your employees and customers:			
Completed	In Progress	Not Started	
			Forecast and allow for employee absences during a pandemic due to factor family member illness, community containment measures and quarantine closures, and public transportation closures.
			Implement guidelines to modify the frequency and type of face-to-face or seating in meetings, office layout, shared workstations) among employees customers (refer to CDC recommendations).
			Encourage and track annual influenza vaccination for employees.
			Evaluate employee access to and availability of healthcare services during services as needed.
			Evaluate employee access to and availability of mental health and social s including corporate, community, and faith-based resources, and improve
			Identify employees and key customers with special needs, and incorporate persons into your preparedness plan.
	la		ku-

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COVID-19 LOCAL RESPONSE INITIATIVE

Examples







15 Last updated: 4/5/20 5:20 PM

Most guidelines for all businesses cover the following topics:

- Recommend businesses follow the <u>CDC's Business Guidance</u> and <u>Cleaning Standards</u>
- Require/ recommend face masks for all employees and visitors/ customers
- Develop a protocol to screen employees and customers upon entrance
- Post signage to promote personal hygiene/ protocol communications
- Train employees on importance of **hygiene and sanitation**; provide regular updates about personal COVID-19 mitigation and store safeguards
- Require symptomatic employees to stay home and recommend they be tested
- Encourage teleworking as much as possible. If teleworking is not possible, group employees by
 rotating shifts to reduce exposure to others and stagger arrival times
- Place workstations six feet apart. If this is not possible, have employees face away from each other or towards a wall
- Clean and disinfect all restroom surfaces frequently including floors, sinks and toilet bowls
- Regularly schedule deep cleanings

You will need guidelines for some industry sectors (*)

- Aircraft, airlines and airports (<u>USA</u> CDC and <u>HK</u>)
- Auto dealerships (<u>ME</u>)
- Barbershops, hairdressers and personal grooming (GA, HK, ME, MT, ND, OK, TN, and UT)
- Car washes (<u>ME</u>)
- Cargo shipping (<u>UK</u>)
- Churches and places of worship (<u>USA</u> CDC, <u>OK</u> and <u>TX</u>)
- Construction sites (<u>DK</u>, <u>OH</u>, <u>UK</u>, and <u>UT</u>)
- Daycare (<u>CO</u>, <u>OH</u>, <u>UT</u>)
- Dentists (<u>DK</u>)
- Dog groomers (<u>ME</u> and <u>OK</u>)

- Drive in theaters (ME)
- Farmers' markets (<u>IA</u>, <u>MO</u>)
- General retailers (<u>CO</u>, <u>CZ</u>, <u>OH</u>, <u>TN</u>, <u>UK</u>, and <u>UT</u>)
- Golf courses (<u>ME</u>)
- Gyms (ND, OK, TN and UT)
- Healthcare (<u>USA</u> CDC, <u>USA</u> CDC and <u>CO</u>)
- Home repair (<u>UT</u>)
- Hotels and hospitality (<u>HK</u>, <u>MO</u>, and <u>UT</u>)
- Laboratories (<u>USA</u> CDC)
- Large event organizers (<u>USA</u> CDC, <u>HK</u>, and <u>UT</u>)
- Logistics (<u>UK</u>)
- Manufacturers (<u>CO</u>, <u>USA</u> OSHA, and <u>UK</u>)

You will need guidelines for some industry sectors (*)

- Marinas (<u>ME</u>)
- Meat and poultry packing (<u>USA</u> CDC)
- Movie theaters and sporting venues (<u>ND</u>, <u>OK</u>, and <u>TX</u>)
- Museums (<u>OK</u>)
- Nursing/ retirement homes (<u>USA</u> CDC and <u>CO</u>)
- Online food/ retail delivery services (<u>USA</u> CDC, <u>SG</u> and <u>UK</u>)
- Outdoor recreation/ guided fishing and hunting (<u>USA</u> CDC, <u>ME</u>, <u>MT</u>, and <u>OK</u>)
- Parcel delivery (<u>USA</u> CDC)
- Prisons (<u>USA</u> CDC)
- Property managers (<u>HK</u>)
- Public transit/ buses (<u>USA</u> CDC, <u>USA</u> CDC,
 <u>USA</u> CDC, <u>USA</u> NACTO, <u>OH</u>, <u>HK</u>, <u>UK</u>)

- Restaurants/ bars (<u>USA</u>, <u>ID</u>, <u>IA</u>, <u>ND</u>, <u>NZ</u>, <u>MT</u>, <u>OK</u> and <u>OK</u>, <u>SC</u>, <u>SG</u>, <u>TN</u>, and <u>UT</u>)
- Rideshare/ taxis (<u>USA</u> CDC)
- Schools (<u>USA</u> CDC, <u>CO</u> and <u>MT</u>)
- Shopping malls (<u>HK</u> and <u>SG</u>)
- Spas and tanning shops (<u>OK</u>)
- Supermarkets/ liquor stores (<u>USA</u> CDC, <u>USA</u> FDA, <u>CZ</u>, and <u>SG</u>)
- Tattoo and body piercing shops (<u>OK</u>)
- Tour guides (<u>HK</u>)
- Universities (<u>USA</u> CDC)
- Vets (<u>USA</u> CDC and <u>USA</u> AVMA)
- Waste management companies (<u>UK</u>)

COVID-19 LOCAL RESPONSE INITIATIVE

Examples



COLORADO Safer at Home

Public Health Orders and Guidance

PUBLIC HEALTH ORDER 20-28: SAFER AT HOME

GUIDANCE FOLLOWS ON: CHILD CARE | EDUCATION P-12 | EDUCATION - HIGHER ED | FIELD SERVICES & REAL ESTATE | LIMITED HEALTH CARE SETTINGS

LOCAL AND PERSONAL RECREATION | NON-CRITICAL MANUFACTURING | NURSING HOMES & CONGREGATE CARE FACILITIES | OFFICE-BASED BUSINESSES | RETAIL

Best practices for all businesses, essential and non-essential

WORKSITES · Deputize workplace coordinator(s) charged with addressing COVID-19 issues

- Maintain 6-foot distancing when possible: discourage shared spaces
- Frequently disinfect all high-touch areas (Additional Guidance)
- · Post signage for employees and customers on good hygiene
- Ensure proper ventilation (OSHA guidance) Avoid gatherings (meetings, waiting rooms, etc) of more than 10
- Implement symptom monitoring protocols (including workplace temperature monitoring and symptom screening questions) where
- possible (Additional Guidance) o Best practice is to implement a temperature check station at the entrance to the business. If this is not feasible, employee will check for symptoms at home and report symptoms either electronically or on paper per the system created by the
- · Eliminate or regularly disinfect any items in common spaces (i.e., break rooms) that are shared between individuals, e.g.,, condiments, coffee makers, vending machines) (Additional
- · Provide appropriate protective gear like gloves, masks, and face coverings and encourage appropriate use (Additional Guidance)

· Require employees showing any symptoms or signs of sickness, or who has been in contact with known nositive cases to stay home. Connect employees to

company or state benefits providers

- Provide flexible or remote scheduling for employees who need to continue to observe Stay-at-Home, who may have child or elder care obligations, or who live with a person who still needs to observe Stay-at-Home due to underlying condition, age, or other factors · Encourage and enable remote work whenever
- · Minimize all in-person meetings
- Provide hand washing facilities/stations and hand sanitizer
- Encourage breaks to wash hands or use hand sanitizer Phase shifts and breaks to reduce employee density
- · Wear appropriate protective gear like gloves, masks, and face coverings and encourage appropriate use (Additional Guidance)
- (Guidance to keep employees & customers safe)

TO PROTECT CUSTOMERS

- · Create special hours for people at higher risk of severe illness from COVID-19
- Encourage and facilitate 6-foot distancing inside of the business for all
- · Encourage use of protection like gloves, masks, and face coverings
- · Provide hand sanitizer at entrance Install shields or barriers
- where possible between customers and employees
- Use contactless payment solutions, no touch trash cans, etc. whenever possible
- (Guidance to keep employees and customers

General Business Reopening Guidelines



PHASE ONE: ALL SETTINGS

- Health assessments must be conducted for all employees at the beginning of each shift.
- In establishments where customers wait in a line, non-household customers should remain physically distanced.
- · Waiting areas where adequate physical distancing cannot be maintained must be closed.
 - Customers should be encouraged to call for a reservation or an appointment, or establishments should use an online wait listing application.
- Physical distancing of 6 feet must be maintained between non-congregate customers, this may require:
 - A reduction in capacity:
 - A reduction of seating in service and waiting areas;
 - · Management of waiting areas and waiting lines; or
 - Systems that reduce the amount of contact time between customers and staff.

OFFICE-BASED BUSINESSES

Open with restrictions: May 4

50% in-office occupancy, with strict precautions and telecommuting maximized

Ensure a minimum of 6 feet of space between all desks/workspaces Modify flow of people traffic to minimize contacts (e.g. doors for entry or exit only) Conduct office cleaning with increased frequency and supplement with high-frequency sanitization of high-touch areas (e.g. doors, stairwell handles, books, light switches, elevator switches and

buttons, etc.) (Additional Guidance)

Provide employees with sanitization products and

Ensure proper ventilation

Maintain in-office occupancy at no more than 50% of total at one time by maximizing use of telecommuting and

- developing in-office rotation Allow for flexible work schedules, where possible, to lessen the need to be in the office during normal business hours. This could include allowing employees to work evenings or weekends when the office is traditionally less crowded or closed schedules.
- Conduct daily temperature checks and monitor symptoms in employees.Refer symptomatic employees to the CDPHE Symptom Tracker. (Additional Guidance)

APPLICABLE)

- Implement 6-foot distancing measures (e.g., marked space in checkout lines)
- · Strongly encourage or require use of face coverings or masks. Provide hand sanitizer at entrances
- and other high-traffic locations Implement hours where service is only provided to people at higher risk of severe illness from COVID-19, if possible. Enhance precautions during

General Business Reopening Guidelines Continued

PHASE TWO: ALL SETTINGS

PHASE THREE: ALL SETTINGS

- Non-congregate group size has increased from 10 people to 50 people.
- All other provisions remain the same as Phase One for general business operations.

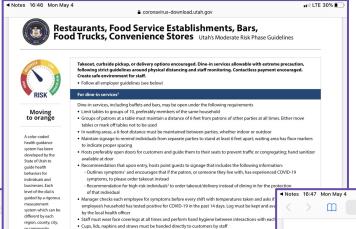


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COVID-19 LOCAL RESPONSE INITIATIVE

Examples





Do not place utensils on table until patron is seated

must sanitize hands between handling payment options and food/container

limit exposure. Patrons will not be allowed within 6 feet of the food serving area

. Stagger workstations so employees are not facing one another and are 6 feet apart

Stagger workstations so workers can maintain a 6-foot distance and do not face one another

. Hand sanitizer must be available immediately adjacent to bathrooms

door handles, floors, bathrooms, and any high-touch surfaces

dedicated staff member once all guests have left

etc. Consider use of disposable items if necessary

· Indoor playgrounds in restaurants remain closed

yet to be cooked

. Symptom checking of employees

. Staff wear face coverings

. Encourage contactless and non-signature payment; when not possible, card and payment stations must be sanitized aft

. Staff avoid touching items that have been placed on the table (menus, plates, utensils, pens, cups, etc.). The table will be

Dedicated staff member sanitizes the area occupied by customers upon departure including tables, menus, pens, salt and

. The restaurant may not operate if PPE, EPA-approved disinfectants and sanitizers, soap, and other necessary cleaning

. Close restaurant for cleaning and disinfecting in the morning, afternoon, and evening. Cleaning and disinfecting include

Buffet and self-serve restaurants will provide utensils, cups, plates and other service items only from the counter where

To-go boxes, pizza boxes, paper cups, and any other paper product that touches food must be treated as food

None of these items will be accessible to the public. Buffet style restaurants will provide servers who will serve the meals

. Staff must use gloves when handling ready-to-eat foods (including ice). Gloves are not required when handling foods that

available; sanitizer is effective against COVID-19. Chlorine (bleach) at 100-200 ppm is recommended

....I ITE 29% ■ andresponse.gov راً () RESTAURANTS, BARS, BREWERIES, FOOD TRUCKS COMPLIANCE Also Adhere to General Standards for all Industries . Capacity will be limited to 50% of normal operating capacity. · Allow for 6 feet of spacing between groups: increase table spacing by removing tables, marking tables closed or provide a physical barrier between tables. Back to back booth seating is · Waiting areas (indoor or outdoor) must be marked so physical distancing standards are met. Restaurants can determine policy MOVEMENT · Tables must be limited to 10 people per table. AND ACTIVITY In-house dining areas for quick service restaurants must meet all guidelines with tables to be sanitized between customers or if that is not possible offer only take-out. Salad bars and buffets may operate as long as pre-portioned servings are prepared by staff. Buffet and salad bar in-use Workplace Activity serving utensils are to only be used by staff and washed, rinsed Standing in bars is not allowed. Bar stool seating will be allowed for 1-2 quests, with 6 feet of separation between groups. Drink refills are not allowed unless served in a clean unused glass or cup.

• Menus should be single use paper or on a material that can sanitized after each use. · Drink coasters should be single-use or of a material that can be sanitized after each use. Tabletop electronics for ordering or contactless payments must be sanitized after each use. No self-service cups, straws or lids will be allowed – they should be behind counter and handed to customer. Only individually **EMPLOYEE** wrapped straws are allowed. Self-service condiments should be eliminated and provided by **CUSTOMER** request in single use or disposable containers.

• During phase I, all restaurants should close for a minimum of 4 TRUST

not allowed.

• Dance floors are closed

*Any business located within the exterior boundaries of a reservation is subject to additional requirements under tribal law.

Updated: 5/1/2020 4:55 p.m.

Blackjack tables will remain closed. Gaming machines must be separated by a minimum distance of 6 feet or placed out of service.
 Hand-held entertainment or reservation notification devices are

 Encourage customers to download the Care 19 App to increase success levels with contact tracing.



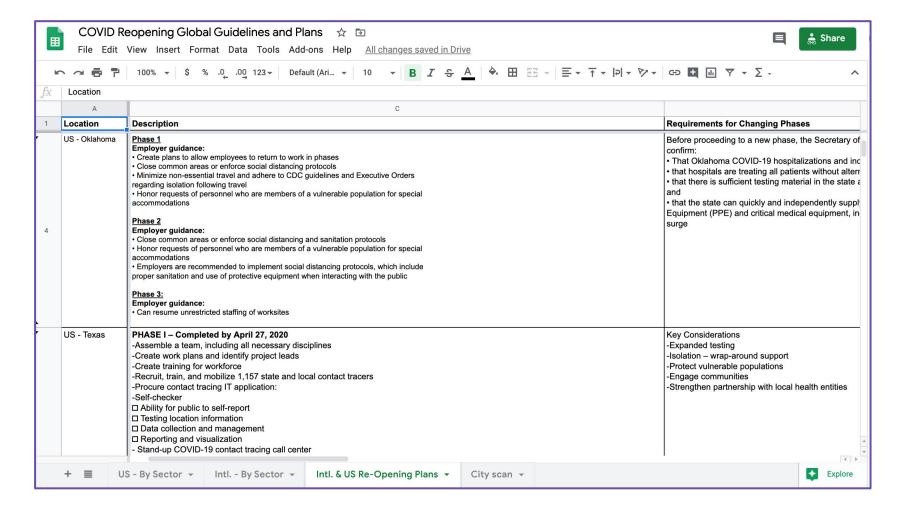
The most common industry guidelines are the following: (*)

- Food services (restaurants, cafes, cafeterias, grocery stores)
- General retail
- Personal services (hair salons, barber shops, nail salons, fitness centers, gyms)
- Entertainment (movie theaters, museums, large event venues, sporting events, bowling alleys)
- Operations (construction, public/ private transportation, manufacturing)
- In-home services (caregivers, repairmen)

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COVID-19 LOCAL RESPONSE INITIATIVE

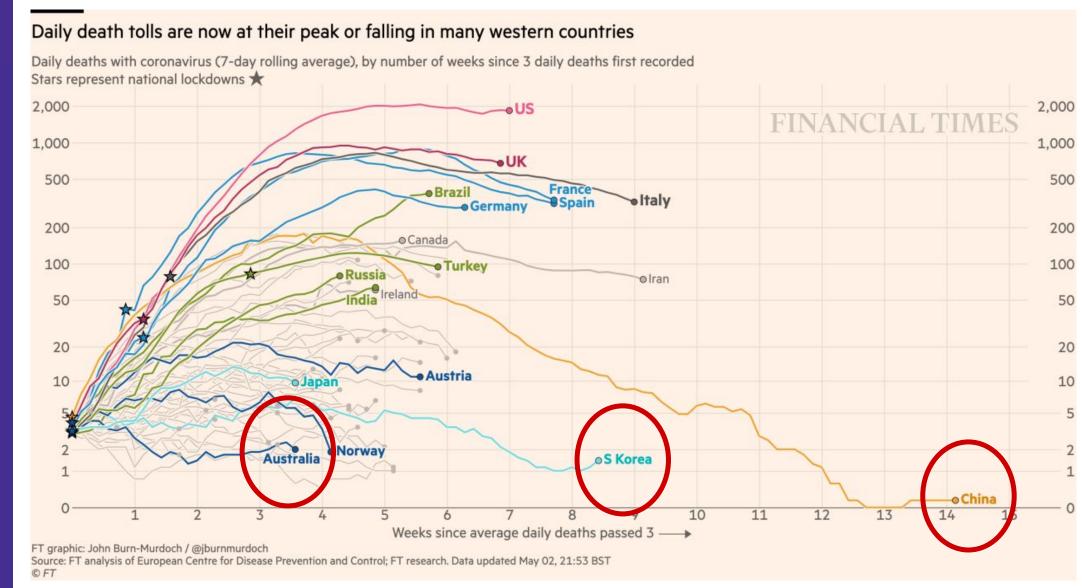
We have created a <u>Google sheet</u> where you will find business opening guidelines resources



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COVID-19 LOCAL RESPONSE INITIATIVE

Overseas countries offer a preview of what might soon be common here





What should you do next?

- 1. Engage state officials who are drafting business guidelines
- 2. **Familiarize yourself** with your business guidelines, as well as emerging and best practices, and communicate them to local, particularly small, businesses
- 3. Provide **technical advice and supports** for small businesses that may need to adapt their premises and/ or business processes
- 4. Convene public health officials and business groups to interpret principles/ measures for particular businesses/ situations
- 5. **Be ready** to communicate closure in the event of a rebound



Appendix

Construction/ Manufacturing: Common Guidelines

- If tools or equipment must be shared, provide alcohol based wipes to clean tools before/ after
- Employers must provide face coverings to all employees who are not able to maintain a minimum six-foot social distance at all times
- Operate only essential lines, while shutting down non-essential lines
- Ensure that all spaces where employees may gather, including locker rooms and lunchrooms, allow for social distancing
- Provide an area for staff to change footwear, provide shoe covers, or disinfecting boot mats to sanitize footwear in and out of main buildings or trailers
- Implement policies to limit group interactions including the staggering of shift changes, breaks, lunches, etc.
- Clean and disinfect portable jobsite toilets regularly
- Additional guidelines by OSHA

Fitness Centers: Common Guidelines

- Close locker rooms, shower facilities, and water fountains
- Limit clients to 50% of stated maximum occupancy
- No group classes or limit one participant to every 100 square feet
- Relocate, remove, or deter use of machines to ensure six feet between equipment
- Any equipment used must be fully disinfected prior to the activity, between each participant's use of the equipment, and after the activity
- Develop a phased opening plan for certain sub-areas of the facility
- Additional guidelines by the International Health, Racquet & Sportsclub Association

Personal Services: Common Guidelines

- Provide PPE for employees (masks, face shields, gloves)
- Require six feet or place partitions between workstations
- Use disposable capes or change capes after each customer
- Require/ recommend by appointment services only
- Limit clients to 25%-50% of stated maximum occupancy
- Eliminate waiting areas
- Limit the number of items customers bring into the shop
- Additional guidelines by the Professional Beauty Association

Restaurants: Common Guidelines

- Limit customers to 10%-50% of stated maximum occupancy
- Require/ recommend masks for customers except when eating
- Require/ recommend reservations; encourage online or telephone ordering for delivery/ take out
- Adjust common dining areas to ensure at least six feet of separation or a partition between tables
- Allow a maximum of 4-6 people per table
- Eliminate waiting areas
- No buffets or self service
- No preset tables and provide condiments only by request
- Keep the bar area or other common areas closed
- Eliminate refilling customer beverages from common containers (i.e., pitchers).
- Ensure six feet of distance between workers and customers except at the moment of payment or exchange of goods
- If possible, provide distinct walking lanes to minimize close contact as customers are being seated or exit to conform to social distancing practices.
- Menus must be either cleaned thoroughly or disposed after single use
- Additional guidelines by the National Restaurant Association

Retail: Common Guidelines

- Require/ recommend plexiglass screens at service counters/ registers
- Place registers six feet apart
- Place spacing decals on the floor
- Limit occupancy 25%-50% of stated maximum
- Discontinue the use of reusable bags
- Suspend the use of PIN pads, PIN entry devices, electronic signature capture, and any other credit card receipt signature requirements to the extent permitted by credit card companies/ credit agencies.
- Recommend online ordering or curbside pick-up
- Designate hours for at-risk populations
- Clean high-touch items after each use (e.g. carts, baskets, door handles)
- Consider one-way aisles and traffic patterns
- If possible, clean merchandise before stocking
- Additional guidelines by the National Retail Federation