

Requirements for Nail Salon Businesses

In addition to the Healthy at Work Minimum Requirements, nail salon businesses must meet the requirements below in order to reopen and remain open:

Social Distancing Requirements

- Nail salon businesses must limit the number of clients present in any given nail salon business to 33% of the occupational capacity of the facility. Employees are excluded from this 33% maximum.
- Nail salon businesses should not allow additional persons to accompany any customer into the business.
- Nail salon businesses should provide services and conduct business via phone or Internet to the greatest extent practicable. Any employees who are currently able to perform their job duties via telework (e.g., accounting staff) should continue to telework.
- Nail salon businesses must eliminate the use of any waiting areas, provide services by appointment only and communicate by phone or text when the client may enter the salon. Nail salon businesses must ensure clients do not congregate in the salon before or after their appointment.
- Nail salon businesses should, to the greatest extent practicable, modify traffic flow to minimize contacts between employees and clients.
- Nail salon businesses should ensure employees use digital files rather than paper formats (e.g., documentation, invoices, inspections, forms, agendas) to the greatest extent practicable.
- Nail salon businesses must establish controls, when six (6) feet of physical distancing between employees is not feasible. This includes, for example, installation of portable or permanent non-porous physical barriers (e.g., plexiglass shields) between work stations.
- Nail salon businesses should communicate with clients and receive payments through contactless payment options (e.g., phone or Internet), to the greatest extent practicable. For those nail salon businesses that cannot utilize contactless payments, the business should install floor or wall decals for cashier queuing areas to demark safe waiting distances of a six (6) feet minimums.
- Nail salon businesses should ensure, to the greatest extent practicable, that any paperwork can be completed electronically by using Docusign or other e-signature technology for signatures.

- Nail salon businesses must reduce, to the greatest extent practicable, the number of employees and clients entering, exiting, or gathering at one time.
- Nail salon businesses should prohibit gatherings or meetings of employees of ten (10) or more during work hours, permit employees to take breaks and lunch outside, in their office or personal workspace, or in such other areas where proper social distancing is attainable.
- Nail salon businesses should discourage employees from sharing phones, desks, workstations, handhelds/wearables, or other work tools and equipment to the greatest extent practicable.

Cleaning and Disinfecting Requirements

- Nail salon businesses should ensure that their facilities, including workstations, common areas, breakrooms and restrooms and are properly cleaned and ventilated.
- Nail salon businesses must ensure tools (e.g., nail clippers, files, or brushes) are cleaned and disinfected after each use with appropriate germicide solutions.
- Nail salon businesses should provide hand sanitizer, handwashing facilities, and tissues in convenient locations to the greatest extent practicable.
- Nail salon businesses must ensure employees properly wash their hands before providing service to each new client.
- Nail salon businesses must encourage clients to properly wash their hands prior to nail services being provided. If clients refuse to properly wash their hands prior to service the business may refuse to provide nail service and access to the facility.
- Nail salon businesses should not serve clients who do not adhere to the business's policy on requiring hand washing.
- Nail salon businesses making restrooms available must ensure restrooms frequently touched surfaces are appropriately disinfected after each use (e.g. door knobs and handles).
- Nail salon businesses should ensure disinfecting wipes or other disinfectant are available at shared equipment.
- Nail salon businesses must ensure cleaning and sanitation of frequently touched surfaces with appropriate disinfectants. Areas with frequently touched surfaces include fitting rooms, doors, PIN pads, and common areas. Appropriate disinfectants include EPA registered household disinfectants, diluted household bleach solution, and alcohol solutions containing at least 60% alcohol.

- Nail salon businesses must establish a cleaning and disinfecting process that follows CDC guidelines when any individual is identified, suspected, or confirmed COVID-19 case.
- Nail salon businesses should ensure employees wipe their workstations and/or cash registers down with disinfectant at the end of their shift or at any time they discontinue use of their workstations and/or cash registers for a significant period of time.
- Nail salon businesses should ensure employees do not use cleaning procedures that could re-aerosolize infectious particles. This includes, but is not limited to, avoiding practices such as dry sweeping or use of high-pressure streams of air, water, or cleaning chemicals.
- Nail salon businesses should disallow clients from any direct use of retail items or products prior to sale.
- Nail salon businesses should encourage clients to touch only those retail items or products they intend to buy.
- Nail salon businesses should ensure any retail items or products that are touched by clients but not purchased are set aside and are appropriately sanitized prior to returning to sales shelves in accordance with CDC guidelines.

Personal Protective Equipment (PPE) Requirements

- Nail salon businesses must ensure appropriate face coverings and other personal protective equipment (PPE) is used by employees so long as such use does not jeopardize the employees' health or safety.
- Nail salon businesses must ensure their employees wear face masks for any interactions between clients and co-workers or while in common travel areas of the business (e.g., aisles, hallways, stock rooms, breakrooms, bathrooms, entries and exits). Employees are not required to wear face masks while alone in personal offices or if doing so would pose a serious threat to their health or safety.
- Nail salon businesses should ensure clients and other visitors (e.g., suppliers and vendors) wear face masks while in the nail salon. Nail salon businesses should make masks available for clients, however clients may bring and use their own face masks. If clients, suppliers or vendors refuse to wear masks the nail salon business may refuse those individuals entrance to the nail salon facility.
- Nail salon businesses should establish a policy as to whether to serve clients who do not adhere to the business's policy on requiring masks.

- Nail salon businesses must ensure employees use gloves, along with any PPE normally used for routine job tasks, when cleaning equipment, workspaces, and high-touch areas of the business.
- Nail salon businesses must ensure gloves are available to employees engaging in high-touch activity to the greatest extent practicable provided that they do not create additional hazards while being worn.
- Nail salon businesses must ensure employees wear gloves while handling products during shipping and receiving.

Training and Safety Requirements

- Nail salon business must train employees to properly dispose of or disinfect PPE, inspect PPE for damage, maintain PPE, and the limitations of PPE.
- Nail salon businesses must train employees to use PPE. This training includes: when to use PPE; what PPE is necessary; and how to properly put on, use, and remove PPE.
- Nail salon businesses must place conspicuous signage at entrances and throughout the store alerting staff and customers to the required occupancy limits, six feet of physical distance, and policy on face coverings. Signage should inform employees and clients about good hygiene and new practices.
- Nail salon businesses should, to the greatest extent practicable, implement hours where service can be safely provided to clients at higher risk for severe illness per CDC guidelines. These guidelines are available at: <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Higher-Risk>
- Nail salon businesses must ensure employees are informed that they may identify and communicate potential improvements and/or concerns in order to reduce potential risk of exposure at the workplace. All education and training must be communicated in the language best understood by the individual receiving the education and training.