

# COVID-19 Preparedness Plan Guidance: Requirements for Personal Care Services

05/07/2021

This guidance applies to all business and places of public accommodation (“businesses”)—as defined by Executive Order 21-11, as amended by Executive Order 21-21 (“EO”)—operating personal care establishments, including but not limited to salons, barbershops, spas, tattoo parlors, and tanning salons. This guidance applies from Friday, May 7, 2021 at 12 p.m. (noon) through May 27, 2021. Businesses must continue to follow all other applicable [Stay Safe Industry Guidance \(staysafe.mn.gov/industry-guidance/index.jsp\)](https://staysafe.mn.gov/industry-guidance/index.jsp). The EO requires all businesses to have and implement a written COVID-19 Preparedness Plan that addresses EO requirements and applicable Stay Safe Industry Guidance. For more information about Plan requirements, see the applicable [Stay Safe Guidance for All Business Entities webpage \(staysafe.mn.gov/industry-guidance/all-businesses.jsp\)](https://staysafe.mn.gov/industry-guidance/all-businesses.jsp).

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## Recommendations to prevent the spread of COVID-19

COVID-19 is primarily spread through respiratory droplets, so the risk of COVID-19 transmission increases when people gather with other households. Several key strategies can reduce the risk of getting sick or transmitting COVID-19:

- ✓ Wear a well-fitting face covering. See [Frequently Asked Questions About the Requirement to Wear Face Coverings \(www.health.state.mn.us/diseases/coronavirus/facecoverfaq.html\)](https://www.health.state.mn.us/diseases/coronavirus/facecoverfaq.html).
- ✓ Keep at least 6 feet of physical distance from other households and wash hands often.
- ✓ Get tested. See [COVID-19 Testing \(www.health.state.mn.us/diseases/coronavirus/testsites/index.html\)](https://www.health.state.mn.us/diseases/coronavirus/testsites/index.html) for information about who should get tested and how to get a test.
- ✓ Stay home if you are sick or were exposed to COVID-19. See [If You Are Sick: COVID-19 \(www.health.state.mn.us/diseases/coronavirus/sick.html\)](https://www.health.state.mn.us/diseases/coronavirus/sick.html) and [Quarantine Guidance for COVID-19 \(https://www.health.state.mn.us/diseases/coronavirus/quarguide.pdf\)](https://www.health.state.mn.us/diseases/coronavirus/quarguide.pdf).
- ✓ Get vaccinated. See the [MDH COVID-19 Vaccine webpage \(www.health.state.mn.us/diseases/coronavirus/vaccine/index.html\)](https://www.health.state.mn.us/diseases/coronavirus/vaccine/index.html).

- ✓ Work from home. Working from home is strongly recommended and businesses are strongly encouraged to allow employees to work from home when possible. Employers must provide reasonable accommodations as required under existing federal and state law. Employers are strongly encouraged to provide reasonable accommodations to employees with one or more members of their household who have underlying medical conditions and who are unable to be vaccinated.

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## Required Plan Sections

Follow the applicable guidance on the [Stay Safe Guidance for All Business Entities \(staysafe.mn.gov/industry-guidance/all-businesses.jsp\)](https://staysafe.mn.gov/industry-guidance/all-businesses.jsp) and the following:

1. [Use of face coverings and social distancing indoors](#)
2. [Managing indoor occupancy](#)
3. [Space configuration and flow indoors indoors](#)

## Requirements and Recommendations

### 1. Use of face coverings and social distancing indoors

#### Requirements

- ✓ When indoors, ensure social distancing of at least 6 feet is maintained between all people—including customers, visitors, and workers—whenever possible. If the nature of the services being provided does not allow for social distancing, the following requirements must be followed:
  - Both the worker and customer/client must wear face coverings; or,
  - If the service requires the customer/client to remove their face covering, the worker performing the service must wear both a face covering and face shield when within 6 feet of the customer/client.
- ✓ Create a process for handling customers, clients, and visitors who refuse to wear a face covering where wearing a face covering is required and for accommodating customers who are unable to wear a face covering. Refer to the documents and information available at [Face Coverings Requirements and Recommendations under Executive Order 20-81 \(www.health.state.mn.us/diseases/coronavirus/facecover.html\)](https://www.health.state.mn.us/diseases/coronavirus/facecover.html) and [Frequently Asked Questions About the Requirement to Wear Face Coverings \(https://www.health.state.mn.us/diseases/coronavirus/facecoverfaq.html\)](https://www.health.state.mn.us/diseases/coronavirus/facecoverfaq.html).

#### Recommendations

- Additional work practices to reduce face-to-face interaction include:
  - Stand to the side or behind the customer/client as much as possible.
  - Incorporate barriers, screens, or curtains.

- **For manicures/pedicures:** Install a plastic partition between the worker and client with ample space cut out where the hands/feet can slide through and allow for a manicure/pedicure.
- **For tattooing:** Install a curtain between the worker and the client to allow the portion of the body being tattooed to be exposed, minimizing face-to-face contact.

## 2. Manage indoor occupancy

### Requirements

- ✓ Indoor occupancy must ensure that the number of individuals in the establishment at any one time is limited to the number for whom physical distancing of six feet can be maintained.

## 3. Space configuration and flow indoors

### Requirements

- ✓ In indoor areas, evaluate space, configuration (e.g., chairs and service stations), and flow throughout the establishment and make changes as needed to allow for physical distancing of 6 feet by all workers, customers, clients, and visitors.

### Recommendations

- In indoor areas, mark check out and other areas of congestion for social distancing of at least 6 feet, including floors, lane lines, and entry points.

