

Hood River County is taking steps to limit exposure to and spread of COVID-19 (novel coronavirus). In support of state and federal guidelines for social distancing, the Hood River County Board of Commissioners will hold this meeting by using Webex Event. To listen in to the meeting please call **(408) 418-9388** and use **Event Number: 967 365 045**. You may also access the meeting via a smart device or computer. Please visit the Board of Commissioners webpage for the link.

For best results please dial into the number above and mute the microphone and speakers on your device once logged in. Thank you.

**HOOD RIVER COUNTY BOARD OF COMMISSIONERS**  
**WORK SESSION/COVID-19 CHECK IN**

May 11, 2020 @ 3:00pm, Virtual Meeting to be held with Webex  
Event

**WORKSESSION**

**I.**     *COVID-19 Check-In*

Updates from Commissioners and Staff

**II.**    *Review County Orders 20-001, 002 & 003*

*Review State Sector Guidelines*

- 1.**     *The Public*
- 2.**     *Employers*
- 3.**     *Restaurants & Bars*
- 4.**     *Retail Stores*
- 5.**     *Outdoor Recreation*
- 6.**     *Personal Services Providers*

**III.**   *Other Discussion(s)*

**IV.**    *Next Work Session/COVID-19 Check -In: May 18, 2020*

**V.**     *Adjournment*

**BEFORE THE BOARD OF COMMISSIONERS  
HOOD RIVER COUNTY, OREGON**

IN THE MATTER OF: )  
 )  
CLOSURES TO PROTECT THE CITIZENS ) ORDER NO. 20-001  
OF HOOD RIVER COUNTY AND LIMIT )  
COMMUNITY SPREAD OF )  
CORONAVIRUS (COVID-19) )

**WHEREAS**, on March 17, 2020 the Hood River County Board of Commissioners (Board) adopted Resolution No. 2323 declaring a Local State of Emergency as a result of the COVID-19 pandemic, activating certain emergency powers authorized by ORS 401.309 and the County’s Emergency Operations Plan; and

**WHEREAS**, all County buildings and forest recreational staging areas and their restroom facilities are closed to the public, including Post Flats, Family Man, Binns Hill, and Pinemont Drive staging areas; and

**WHEREAS**, on March 23, 2020 the Governor issued Executive Order (EO-20-12) directing Oregonians to Stay Home, Save Lives, restricting non-essential travel and prohibiting all non-essential social and recreational gatherings of individuals where a minimum 6-foot distance between all individuals could not be maintained as a primary means of reducing the spread of COVID-19; and

**WHEREAS**, the Governor’s Executive Order was explicit that, while outdoor activities and exercise were permissible, a minimum 6-foot distance between all individuals must be maintained; otherwise, failure to comply constituted an imminent threat and immediate danger to public health because of the contagiousness and virulence of the Novel Coronavirus and mortality of the COVID-19 pandemic; and

**WHEREAS**, the implementation of the Governor’s Executive Order and closures of County forest recreational staging areas has not proven effective in Hood River County as visitors have continued to come to the County to hike, bike, gather and recreate. Repeated instances of violation of the social distancing norms have placed County resources and residents at much greater risk of the spread of COVID-19, thereby creating an imminent threat and immediate danger to public health; and

**WHEREAS**, the continued influx of visitors, turning over on a short-term basis, increases the likelihood of the spread of COVID-19 more than longer term tenancies and threatens the limited health care resources available in Hood River County; and

**WHEREAS**, on March 25<sup>th</sup>, 2020, the Mayor of the City of Hood River issued a Declaration directing the City Manager to close Public Parks, Recreation Sites, Transient Lodging Facilities and Campgrounds to Prevent Aggregation of People and Reduce the Spread of the Novel Coronavirus; and

**WHEREAS**, consistent with the City of Hood River, and pursuant to the authority granted the Hood River County Board of Commissioners under ORS Chapter 401, ORS Chapter 431 as the Local Public Health Authority, Resolution No. 2323 and the Hood River County Emergency Operations Plan, the Board of Commissioners deems it necessary to protect the health and safety of its citizens to institute a temporary order closing all County parks and forests, transient lodging, including RV parks and public and private campgrounds, hotels, motels, and short-term rentals and homestay lodging.

**NOW, THEREFORE, IT IS HEREBY ORDERED AS FOLLOWS:**

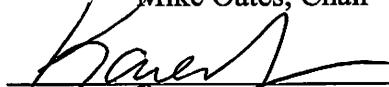
1. All County parks, forests, forest recreational staging areas, facilities and trails are closed to the public for recreational use.
2. All transient lodging facilities, including motels, hotels, short-term vacation rentals, hosted home shares, bed and breakfasts, RV parks, and campgrounds are closed to the public. All camping on private property is prohibited, except for those approved by the Hood River County Health Department. Transient lodging facilities may remain open to serve only the following designated individuals:
  - a. Current registered guests for a term of longer than 30 consecutive days.
  - b. County residents effecting a COVID-19 self-quarantine or who have moved from their local residence in order to allow a family member or roommate to self-quarantine in their local residence.
  - c. Families or individuals residing in lodging for less than 30 days if this is their only means of shelter. Includes, but is not limited to, vouchers for stay provided by local or regional governments or nonprofit agencies.
  - d. Employees of the facility provided lodging as a requirement or benefit of their employment.
  - e. Patients or families of patients receiving medical care at local facilities.
  - f. Essential personnel as defined by federal or state law, where lodging within Hood River County is necessary for work involving the safety of human life or the protection of property or performing other work consistent with the intent of this provision, e.g. emergency and public safety responders, truck drivers and supply providers, and construction industry workers.
  - g. Other individuals as authorized by the Hood River County Health Department.

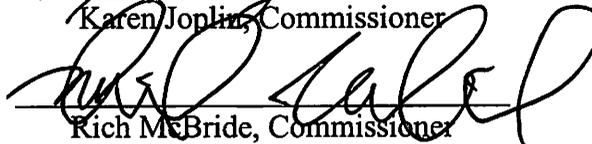
3. The County Administrator shall communicate and coordinate with the owners, operators and users of transient lodging facilities affected by this Order, which shall take all reasonable steps to terminate current occupancy of any guests not exempted herein by no later than 5:00 PM on Friday, April 3, 2020. No new occupancies in violation of this Order may be rented effective 8:00 am Saturday, April 4, 2020.
4. The County Administrator is authorized and directed to take all necessary steps authorized by law to otherwise effectuate the closures directed by this Order.
5. A violation of this Order or the County's March 17, 2020 Emergency Declaration shall be a Class C misdemeanor pursuant to ORS 401.990 and a civil infraction enforceable under the County's Enforcement Code (Chapter 1.08). This Order is a public health law, as defined in ORS 431A.005 and may be enforced as permitted by ORS 431A.010.
6. This Order shall take effect immediately and shall have the full force and effect of law during the declared state of emergency. All existing laws, ordinances, rules and regulations inconsistent with this Order shall be inoperative during this period of time and to the extent that such inconsistencies exist.

DATED this 2<sup>nd</sup> day of April, 2020.

**HOOD RIVER COUNTY BOARD OF COMMISSIONERS**

  
\_\_\_\_\_  
Mike Oates, Chair

  
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Karen Joplin, Commissioner

  
\_\_\_\_\_  
Rich McBride, Commissioner

  
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Robert Benton, Commissioner

  
\_\_\_\_\_  
Les Perkins, Commissioner

**BEFORE THE BOARD OF COMMISSIONERS  
HOOD RIVER COUNTY, OREGON**

IN THE MATTER OF:	)	
	)	
AMENDING ORDER NO. 20-001,	)	
CLOSURES TO PROTECT THE CITIZENS	)	ORDER NO. 20-002
OF HOOD RIVER COUNTY AND LIMIT	)	
COMMUNITY SPREAD OF	)	
CORONAVIRUS (COVID-19)	)	

**WHEREAS**, on March 17, 2020 the Hood River County Board of Commissioners (Board) adopted Resolution No. 2323 declaring a Local State of Emergency as a result of the COVID-19 pandemic, activating certain emergency powers authorized by ORS 401.309 and the County’s Emergency Operations Plan; and

**WHEREAS**, all County buildings and forest recreational staging areas and their restroom facilities are closed to the public, including Post Flats, Family Man, Binns Hill, and Pinemont Drive staging areas; and

**WHEREAS**, on March 23, 2020 the Governor issued Executive Order (EO-20-12) directing Oregonians to Stay Home, Save Lives, restricting non-essential travel and prohibiting all non-essential social and recreational gatherings of individuals where a minimum 6-foot distance between all individuals could not be maintained as a primary means of reducing the spread of COVID-19; and

**WHEREAS**, the Governor’s Executive Order was explicit that, while outdoor activities and exercise were permissible, a minimum 6-foot distance between all individuals must be maintained; otherwise, failure to comply constituted an imminent threat and immediate danger to public health because of the contagiousness and virulence of the Novel Coronavirus and mortality of the COVID-19 pandemic; and

**WHEREAS**, the implementation of the Governor’s Executive Order and closures of County forest recreational staging areas has not proven effective in Hood River County as visitors have continued to come to the County to hike, bike, gather and recreate. Repeated instances of violation of the social distancing norms have placed County resources and residents at much greater risk of the spread of COVID-19, thereby creating an imminent threat and immediate danger to public health; and

**WHEREAS**, the continued influx of visitors, turning over on a short-term basis, increases the likelihood of the spread of COVID-19 more than longer term tenancies and threatens the limited health care resources available in Hood River County; and

**WHEREAS**, on March 25<sup>th</sup>, 2020, the Mayor of the City of Hood River issued a Declaration directing the City Manager to close Public Parks, Recreation Sites, Transient Lodging Facilities and Campgrounds to Prevent Aggregation of People and Reduce the Spread of the Novel Coronavirus; and

**WHEREAS**, on April 2, 2020, consistent with the City of Hood River, and pursuant to the authority granted the Hood River County Board of Commissioners under ORS Chapter 401, ORS Chapter 431 as the Local Public Health Authority, Resolution No. 2323 and the Hood River County Emergency Operations Plan, the Board of Commissioners adopted Order No. 20-001 to protect the health and safety of its citizens, instituting a temporary order closing all County parks and forests and transient lodging, including RV parks and public and private campgrounds, hotels, motels, short-term rentals and homestay lodging; and

**WHEREAS**, on April 10, 2020, the Oregon Department of Fish and Wildlife (ODFW) closed recreational hunting, fishing, crabbing and clamming to non-residents due to concerns about travel to Oregon to participate in these outdoor activities. While the closure does not apply to Oregon residents, ODFW guidance states that resident hunters and anglers should not travel outside of their communities and continue to observe social distancing measures. The Board of Commissioners therefore finds that Order No. 20-001 should be amended to allow controlled hunting on County forest for Oregon residents that have been issued ODFW hunting tags for the 2020 Spring season.

**NOW, THEREFORE, IT IS HEREBY ORDERED AS FOLLOWS:**

1. All County parks, forests, forest roads, forest recreational staging areas, facilities and trails are closed to the public for recreational use, excluding controlled hunting for Oregon residents that have been issued ODFW hunting tags for the 2020 Spring season.
2. All transient lodging facilities, including motels, hotels, short-term vacation rentals, hosted home shares, bed and breakfasts, RV parks, and campgrounds are closed to the public. All camping on private property is prohibited, except for those approved by the Hood River County Health Department. Transient lodging facilities may remain open to serve only the following designated individuals:
  - a. Current registered guests for a term of longer than 30 consecutive days.
  - b. County residents effecting a COVID-19 self-quarantine or who have moved from their local residence in order to allow a family member or roommate to self-quarantine in their local residence.
  - c. Families or individuals residing in lodging for less than 30 days if this is their only means of shelter. Includes, but is not limited to, vouchers for stay provided by local or regional governments or nonprofit agencies.
  - d. Employees of the facility provided lodging as a requirement or benefit of their employment.
  - e. Patients or families of patients receiving medical care at local facilities.
  - f. Essential personnel as defined by federal or state law, where lodging within Hood River County is necessary for work involving the safety of human life or the protection of property or performing other work consistent with the intent of this provision, e.g. emergency and public safety responders, truck drivers and supply providers, and construction industry workers.

g. Other individuals as authorized by the Hood River County Health Department.

3. The County Administrator shall communicate and coordinate with the owners, operators and users of transient lodging facilities affected by this Order, which shall take all reasonable steps to terminate current occupancy of any guests not exempted herein by no later than 5:00 PM on Friday, April 3, 2020. No new occupancies in violation of this Order may be rented effective 8:00 am Saturday, April 4, 2020.

4. The County Administrator is authorized and directed to take all necessary steps authorized by law to otherwise effectuate the closures directed by this Order.

5. A violation of this Order or the County's March 17, 2020 Emergency Declaration shall be a Class C misdemeanor pursuant to ORS 401.990 and a civil infraction enforceable under the County's Enforcement Code (Chapter 1.08). This Order is a public health law, as defined in ORS 431A.005 and may be enforced as permitted by ORS 431A.010.

6. This Order shall take effect immediately and shall have the full force and effect of law during the declared state of emergency. All existing laws, ordinances, rules and regulations inconsistent with this Order shall be inoperative during this period of time and to the extent that such inconsistencies exist.

ADOPTED this 20<sup>th</sup> day of April, 2020.

**HOOD RIVER COUNTY BOARD OF COMMISSIONERS**

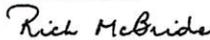


Mike Oates, Chair



Karen Joplin, Commissioner

DocuSigned by:



Rich McBride, Commissioner



Robert Benton, Commissioner



Les Perkins, Commissioner

**BEFORE THE BOARD OF COMMISSIONERS  
HOOD RIVER COUNTY, OREGON**

**IN THE MATTER OF:** )  
 )  
**AMENDING ORDER NO. 20-002,** )  
**CLOSURES TO PROTECT THE CITIZENS** ) **ORDER NO. 20-003**  
**OF HOOD RIVER COUNTY AND LIMIT** )  
**COMMUNITY SPREAD OF** )  
**CORONAVIRUS (COVID-19)** )

**WHEREAS**, on March 17, 2020 the Hood River County Board of Commissioners (Board) adopted Resolution No. 2323 declaring a Local State of Emergency as a result of the COVID-19 pandemic, activating certain emergency powers authorized by ORS 401.309 and the County’s Emergency Operations Plan; and

**WHEREAS**, on March 23, 2020 the Governor issued Executive Order (EO-20-12) directing Oregonians to Stay Home, Save Lives, restricting non-essential travel and prohibiting all non-essential social and recreational gatherings of individuals where a minimum 6-foot distance between all individuals could not be maintained as a primary means of reducing the spread of COVID-19; and

**WHEREAS**, the Governor’s Executive Order is explicit that, while outdoor activities and exercise are permissible, a minimum 6-foot distance between all individuals must be maintained; otherwise, failure to comply constitutes an imminent threat and immediate danger to public health because of the contagiousness and virulence of the Novel Coronavirus and mortality of the COVID-19 pandemic; and

**WHEREAS**, on April 2, 2020, the Board adopted Order No. 20-001 instituting certain closures to prevent the aggregation of people and reduce the spread of COVID-19, including all County forests, roads, trails, restroom facilities and Post Flats, Family Man, Binns Hill, and Pinemont Drive recreational staging areas; and

**WHEREAS**, on April 20, 2020, the Board adopted Order No. 20-002, amending Order No. 20-001 to exclude controlled hunting from the recreational closure orders for Oregon residents that have been issued ODFW hunting tags for the 2020 Spring season; and

**WHEREAS**, the Board recognizes that outdoor recreational activities help to relieve stress and anxiety and that promoting mental health is an important component of mitigating the impact of the COVID-19 pandemic on County residents; and

**WHEREAS**, the Board is therefore desirous of restoring local access to County forest for dispersed recreational day use for County residents, subject to certain restrictions for maintaining adequate social distancing measures.

**NOW, THEREFORE, IT IS HEREBY ORDERED AS FOLLOWS:**

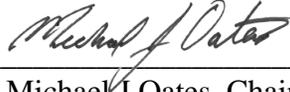
1. All County forest trailheads and recreational staging areas, restrooms and facilities remain closed, including Post Flats, Family Man, Binns Hill, and Pinemont Drive. Vehicle access to these staging areas is prohibited.
2. Parking is prohibited along Post Canyon Drive from and between Country Club Road to the 7-Streams Trailhead, and on Riordan Hill Drive from and between Sunset Drive and the County forest boundary.
3. Recreational day use and local access to County forest, forest roads and trails is permitted, provided that individuals comply with EO-20-12, restrict non-essential travel and maintain social distancing of at least six feet from any person who is not a member of their immediate household. Traveling from outside the County to recreate on County forest, forest roads and trails does not comply with the non-essential travel restrictions of EO-20-12.
4. Pursuant to EO-20-12, social and recreational gatherings of any size are prohibited if social distancing between individuals cannot be maintained. Congregating on trails or anywhere within the County forest is prohibited.
5. Users are encouraged to recreate within their physical limits and avoid activities that pose enhanced risks of injury.
6. Individuals having fever, cough or shortness of breath are directed to comply with all state and local public health orders and stay home.
7. The County Administrator is authorized and directed to coordinate implementation of this Order with the Departments of Forestry and Public Works, including installing appropriate signage where feasible, reflecting the closures and access restrictions directed by this Order.
8. A violation of this Order or the County's March 17, 2020 Emergency Declaration shall be a Class C misdemeanor pursuant to ORS 401.990 and a civil infraction enforceable under the County's Enforcement Code (Chapter 1.08). This Order is a public health law, as defined in ORS 431A.005 and may be enforced as permitted by ORS 431A.010.
9. Except as otherwise amended herein, Order No. 20-02 shall remain in full force and effect. This Order shall take effect on April 28, 2020 and shall have the full force and effect of law during the declared state of emergency. All existing laws, ordinances, rules and regulations inconsistent with this Order shall be inoperative during this period of time and to the extent that such inconsistencies exist.

ADOPTED this 23<sup>rd</sup> day of April, 2020.

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**HOOD RIVER COUNTY BOARD OF COMMISSIONERS**



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Michael J Oates, Chair



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Karen Joplin, Commissioner

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5/1/2020 | 7:05 PM PDT

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Rich McBride, Commissioner



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Robert Benton, Commissioner



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Les Perkins, Commissioner



## Phase One Reopening Guidance

Governor Kate Brown's framework for Reopening Oregon will help Oregonians restart public life and business while maintaining healthy Oregon communities. The framework outlines actions Oregonians must take to move forward safely.

As the state reopens, it's important to remember the risks. We must all do our best to protect ourselves and one another. If we all follow these actions, we will help save the lives of our colleagues, neighbors, friends, and family members.

### These actions include:

- Stay home if you are sick.
- To avoid exposure to COVID-19, people who are at risk for severe complications (over age 60 or have underlying medical conditions) should stay home even if you feel well.
- If you become symptomatic (cough, fever, shortness of breath) while in public, please return home and self-isolate immediately. Contact your health care provider if you need medical attention.
- Practice good hand hygiene with frequent handwashing for at least 20 seconds or use hand sanitizer (60-95% alcohol content).
- Cover coughs/sneezes with elbow or tissue. If you use a tissue, immediately discard tissue in garbage and your wash hands.
- Avoid touching your face.
- Practice physical distancing of at least six (6) feet between you and people who you do not live with.
- Use cloth, paper or disposable face coverings in public. As Oregon is reopening and restrictions are being lifted on businesses and public spaces, it may be difficult to ensure that you can stay six (6) feet away from others at all times.
- Stay close to home. Avoid overnight trips and minimize other non-essential travel, including recreational day trips to destinations outside the community where you live. Travel the minimum distance needed to obtain essential services; in rural areas, residents may have to travel greater distances for essential services, while in urban areas, residents may only need to travel a few miles for those services.

You can get this document free of charge in other languages, large print, braille or a format you prefer. Contact Mavel Morales at 1-844-882-7889, 711 TTY or [OHA.ADAModifications@dhsosha.state.or.us](mailto:OHA.ADAModifications@dhsosha.state.or.us).



May 7, 2020

## Oregon General Guidance for Employers on COVID-19

### General considerations for your workplace:

- Comply with any of the Governor's Executive Orders that are in effect.
- Know the signs and symptoms of COVID-19 and what to do if employees develop symptoms at the workplace.
- Understand how COVID-19 is transmitted from one person to another—namely, through coughing, sneezing, talking, touching, or via objects touched by someone with the virus.
- Make health and safety a priority by implementing safeguards to protect employees and the public. Federal and state guidelines, including sector-specific guidance, will help you determine which safeguards are recommended or are required, for example, use of personal protective measures such as face coverings or masks.
  - CDC has detailed [general guidance](#) to help small businesses and employees prepare for the effects of COVID-19.
  - Oregon's specific guidelines for the following sectors can be found at (<https://govstatus.egov.com/OR-OHA-COVID-19#collapseOHAGuidance>):
    - Health care
    - Transit
    - Retail
    - Childcare/Early childhood education
    - Personal services
    - Outdoor recreation
    - Restaurants
- Consider modifying employee schedules and travel to reduce unnecessary close physical contact (physical distance of less than (6) six feet between people).
- Be aware of protected leave requirements and plan ahead for any anticipated workforce adjustments.

## Modification of employee schedules and travel

Considerations for modifying employee schedules and travel as feasible:

- Identify positions appropriate for telework or partial telework, including consideration of telework for employees who are at higher risk for severe COVID-19 complications due to underlying medical conditions identified by the CDC.
- Stagger or rotate work schedules or shifts at worksites to ensure employees are able to sufficiently maintain physical distancing.
- Limit non-essential work travel.

## Workplace safety

Implement workplace safeguards as feasible or when required. [See also sector-specific guidance here.](#)

- Implement physical distancing measures consistent with the Governor's Executive Orders and state guidance.
- Increase physical space between workers. This may include modifications such as markings on the floor demonstrating appropriate spacing or installing plexiglass shields, tables or other barriers to block airborne particles and maintain distances. Review and follow any sector-specific guidance issued by the state that recommends or requires specific physical distancing measures.
- Restrict use of any shared items or equipment and require disinfection of equipment between uses.
- Reinforce that meticulous hand hygiene (frequent and proper handwashing) is of utmost importance for all employees. Ensure that soap and water or alcohol-based (60-95%) hand sanitizer is provided in the workplace. Consider staging additional hand washing facilities and hand sanitizer for employees (and customer use, if applicable) in and around the workplace.
- Regularly disinfect commonly touched surfaces (workstations, keyboards, telephones, handrails, doorknobs, etc.), as well as high traffic areas and perform other environmental cleaning.
- Employers may encourage or require employee use of cloth or disposable face coverings as indicated by sector-specific guidance. If employers require use of cloth face coverings, employers must provide cloth or disposable face coverings for employees.
- Consider upgrades to facilities that may reduce exposure to the coronavirus, such as no-touch faucets and hand dryers, increasing fresh-air ventilation and filtration or disinfection of recirculated air, etc. Consider touchless payment method when possible and if needed.

- Limit the number of employees gathering in shared spaces. Restrict use of shared spaces such as conference rooms and break rooms by limiting occupancy or staggering use.
- Restrict non-essential meetings and conduct meetings virtually as much as possible. If in-person meetings are necessary, follow physical distancing requirements.
- Consider regular health checks (e.g., temperature and respiratory symptom screening) or symptom self-report of employees, if job-related and consistent with business necessity.
- Train all employees in safety requirements and expectations at physical worksites.

## Employee leave and health insurance

Be aware of federal and state protected leave and paid leave laws (if applicable) and requirements for health insurance coverage:

- Advise employees to stay home and notify their employer when sick.
- Review and comply with any applicable requirements for maintaining employee health insurance coverage.
- Healthcare provider documentation is generally not required to qualify under federal and state leave laws due to COVID-19 related circumstances or to return to work.
- Review and comply with any applicable required federal and state leave law protections for employees who are unable to work due to COVID-19 related circumstances.
- Determine whether your business can extend paid or unpaid leave and if feasible adopt a temporary flexible time off policy to accommodate circumstances where federal or state law does not provide for protected or paid leave.
- Develop an action plan consistent with federal and state guidance if an employee develops symptoms while in the workplace, tests positive for COVID-19 or is determined to be presumptively positive by a public health authority.

## Downsizing and layoffs

If downsizing or other workforce adjustment measures are necessary, adhere to applicable state and federal requirements regarding notice of layoffs and recalls for affected workers:

- Determine whether alternatives to layoff may be feasible such as furloughs or reduced schedules.
- Refer employees to resources including filing for unemployment benefits and community services.
- Create a plan for recalling employees back to work.

## Union workplaces

If you have a unionized workforce, determine obligations to bargain with the union or unions which represent your employees.

### Links to additional information:

For the most up to date information from Public Health and the CDC:

- <https://sharedsystems.dhsoha.state.or.us/DHSForms/Served//LE2356.pdf>
- <https://www.oregon.gov/oha/PH/DISEASESCONDITIONS/DISEASESAZ/Pages/emerging-respiratory-infections.aspx>
- <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

### For COVID-19 Guidance from the State and Federal Sources:

Resources for businesses and employers to plan, prepare, and respond to COVID-19, which is available in English, Spanish, Chinese, Vietnamese and Korean:

[www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html](http://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html)

- Oregon Bureau of Labor and Industries: Coronavirus and Workplace Laws. <https://www.oregon.gov/boli/Pages/Coronavirus-and-Workplace-Laws.aspx>
- Department of Labor Guidance: Employer Paid Leave Requirements for Covid-19 related circumstances. <https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>
- General guidance for businesses and employers to help them plan, prepare, and respond to COVID-19: [www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html)
- Workplace cleaning and disinfecting recommendations, including everyday steps, steps when someone is sick, and considerations for employers: [www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html](http://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html)
- Safety practices for exposures in the workplace:
  - Cleaning and disinfection practices post exposure: <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>
  - Safety practices for workers who may have had exposure to a person with COVID-19: <https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html>

- OSHA guidance on preparing workplaces for COVID-19:
  - Oregon OSHA: <https://osha.oregon.gov/Pages/re/covid-19.aspx> (English and Spanish links)
  - National OSHA: English: [www.osha.gov/Publications/OSHA3990.pdf](http://www.osha.gov/Publications/OSHA3990.pdf), and Spanish: [www.osha.gov/Publications/OSHA3992.pdf](http://www.osha.gov/Publications/OSHA3992.pdf)
- Oregon Employment Department: COVID-19 Related Business Layoffs, Closures, and Unemployment Insurance Benefits:  
[https://govstatus.egov.com/ORUnemployment\\_COVID19](https://govstatus.egov.com/ORUnemployment_COVID19)
- COVID-19 insurance and financial services information:  
<https://dfr.oregon.gov/insure/health/understand/Pages/coronavirus.aspx>

You can get this document free of charge in other languages, large print, braille or a format you prefer. Contact Mavel Morales at 1-844-882-7889, 711 TTY or [OHA.ADAModifications@dhsosha.state.or.us](mailto:OHA.ADAModifications@dhsosha.state.or.us).



## Phase One Reopening Guidance

Sector: Restaurants/Bars/Breweries/Tasting Rooms/Distilleries

Specific Guidance for Restaurants, Bars, Breweries, Brewpubs, Wineries, Tasting Rooms and Distilleries

### Distancing and Occupancy:

#### Businesses must:

- Determine maximum occupancy to maintain physical distancing requirements and limit number of customers on premises accordingly.
- Ensure tables are spaced at least six (6) feet apart so that at least six (6) feet between parties is maintained, including when customers approach or leave tables.
  - Businesses will need to determine seating configuration to comply with these physical distancing requirements.
  - Remove or restrict seating to facilitate the requirement of at least six (6) feet of physical distance between people not in the same party.
  - If booth seating is back-to-back, only use every other booth.
- Limit parties to 10 people or fewer. Do not combine parties/guests at shared seating situations who have not chosen to congregate together. People in the same party seated at the same table do not have to be six (6) feet apart.
- If a business is unable to maintain at least six (6) feet of distance, except for brief interactions (for example, to deliver food to a table), it may operate only as pick up/to go service. This applies to both indoor and outdoor seating.

### Employees:

#### Businesses must:

- Minimize employee bare-hand contact with food through use of utensils.
- Reinforce that meticulous hand hygiene (frequent and proper handwashing) is of utmost importance for all employees, including chefs, line cooks and waitstaff.
- Have employees wear gloves when performing cleaning, sanitizing, or disinfecting activities. Please note that for non-cleaning activities, non-Oregon Department of Agriculture (ODA) licensed facility employees are not required to wear gloves. Wearing gloves for activities that might overlap with food handling can foster cross-contamination. If businesses choose to have employees use gloves, they must provide non-latex gloves and employees must prevent cross-contamination by replacing gloves

after touching faces or changing tasks (e.g., food preparation versus taking out garbage). See attached OHA guidance regarding glove use.

- Require all employees to wear cloth, paper or disposable face coverings. Businesses must provide cloth, paper or disposable face covering for employees.

#### **Additional requirements for facilities licensed by the ODA:**

- No bare-hand contact with food is permitted per their licensing requirements.

### **Operations:**

#### **Businesses must:**

- Adhere to guidance outlined in this document, as well as all applicable statutes and administrative rules to which the business is normally subject.
- End all on-site consumption of food and drinks, including alcoholic beverages by 10 p.m.
- Prohibit customer self-service operations, including buffets, salad bars, soda machines and growler refilling stations.
- Disinfect customer-contact surfaces at tables between each customer/dining party including seats, tables, menus, condiment containers and all other touch points.
- Provide condiments, such as salt and pepper, ketchup, hot sauce and sugar, in single-service packets or from a single-service container. If that is not possible, condiment containers should not be pre-set on the table and must be disinfected between each customer or dining party. Disinfection must be done in a way that does not contaminate the food product. For example, do not use a spray device on a saltshaker.
- Not pre-set tables with tableware (napkins, utensils, glassware).
- Prohibit counter and bar seating unless the counter faces a window or wall and at least six (6) feet of distance is maintained between parties. This applies to all facilities including bars, breweries and tasting rooms. Counter and bar ordering are acceptable if the operation finds that this decreases worker exposure. The counter ordering approach requires that food and alcohol are taken to a table that meets distancing requirements for consumption and at least six (6) feet of physical distance is maintained among customers and employees during the ordering process.
- Ensure customers/parties remain at least six (6) feet apart when ordering.
  - Signs should be posted as necessary to ensure that customers meet the requirements of this guidance.
  - Mark designated spots on the floors must have designated spots where customers will wait in line.
- Frequently disinfect all common areas and touch points, including payment devices.
- Use menus that are single-use, cleanable between customers (laminated), online, or posted on a whiteboard or something similar in order to avoid multiple contact points.
- Prohibit use of karaoke machines, pool tables, and bowling.
- For use of juke box and coin-operated arcade machines, the same protocols should be followed as outlined for Video Lottery Terminals below.

To the extent possible, businesses should, but are not required to:

- Assign a designated greeter or host to manage customer flow and monitor distancing while waiting in line, ordering, and during the entering and exiting process. Do not block egress for fire exits.
- Limit the number of staff who serve individual parties. Consider assigning the same employee to each party for entire experience (service, bussing of tables, payment). An employee may be assigned to multiple parties but must wash hands thoroughly or use hand sanitizer (60-95% alcohol content) when moving between parties.
- Assign employee(s) to monitor customer access to common areas such as restrooms to ensure that customers do not congregate.
- Strongly encourage all customers to wear cloth, paper or disposable face coverings. Customers do not need to wear face coverings while seated at the table. If a business sets a policy that all customers are required to wear cloth, paper or disposable face coverings, business management should consult with their legal counsel to determine whether such a requirement can be enforced.
- Encourage reservations or advise people to call in advance to confirm seating/serving capacity. Consider a phone reservation system that allows people to queue or wait in cars and enter only when a phone call, text, or restaurant-provided “buzzer” device, indicates that a table is ready.
- Consider providing hand-washing facilities for customer use in and around the business. Hand sanitizer is effective on clean hands; businesses may make hand sanitizer (at least 60-95% alcohol content) available to customers. Hand sanitizer must not replace hand washing by employees.
- Post clear signs (available at [healthoregon.org/coronavirus](http://healthoregon.org/coronavirus)) listing COVID-19 symptoms, asking employees and customers with symptoms to stay home, and listing who to contact if they need assistance.

## Video Lottery Terminal (VLT) Operations:

### Businesses must:

- Place VLTs at least six (6) feet apart, if there is space to do so. If VLTs cannot be spaced at least six (6) feet apart, the Oregon Lottery may turn off VLTs in order to maintain required physical distance between operating machines and players.
- Require individuals to request VLT access from an employee before playing; an employee must then clean and disinfect the machine to allow play. A business must not allow access to VLTs or change VLTs without requesting access from an employee.
- Consider a player at a VLT machine the same as a customer seated for table service.
- Limit one player at or around a VLT.
- Note: Oregon Lottery will not turn on VLTs until the agency is satisfied that all conditions have been met.
- Review and implement [General Guidance for Employers](#), as applicable.

## **Additional Resources:**

- [OHA Guidance for the General Public](#)
- [OHA General Guidance for Employers](#)

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## Phase One Reopening Guidance

Sector: Retail

Specific Guidance for Retail Stores:

### **Retail stores are required to:**

- Limit the number of customers in the retail store and focus on maintaining at least six (6) feet of distance between people and employees in the store. Store management should determine maximum occupancy to maintain at least six (6) feet of physical distancing, considering areas of the store prone to crowding (like aisles) and limit admittance accordingly.
- Post [clear signs](#) (available at [healthoregon.org/coronavirus](http://healthoregon.org/coronavirus)) listing COVID-19 symptoms, asking employees and customers with symptoms to stay home, and listing who to contact if they need assistance.
- Use signs to encourage physical distancing.
- Frequently clean and disinfect work areas, high-traffic areas, and commonly touched surfaces in both customer/public and employee areas of store. Wipe down changing room doorknobs, walls and seating between each customer use.
- Require all employees to wear cloth or disposable face coverings. Businesses must provide cloth or disposable face coverings for employees.

### **To the extent possible, retail stores should, but are not required to:**

- Strongly encourage all customers to wear cloth or disposable face coverings. If a store sets a policy that all customers are required to wear cloth or disposable face coverings, store management should consult with their legal counsel to determine whether such a requirement can be enforced.
- Consider placing clear plastic or glass barriers in front of cashiers or customer service counters, or in other places where maintaining six (6) feet of physical distance between employees and customers is more difficult.
- Encourage one-way flow with marked entrances and exits, but do not block egress for fire exits. Use signs to direct one-way flow of traffic.
- Use signs and tape on the floor to maintain physical distancing while waiting for cashiers.
- Prohibit customers from trying on items that are worn on the face (cloth masks, scarves, headbands, eyewear).
- Decide whether to re-open fitting rooms. If fitting rooms are re-opened, customers should wash hands or use hand sanitizer before and after trying on clothes. Retailers

should provide hand sanitizer or hand washing stations near fitting rooms. Note: There are no scientific data to indicate that clothing items are a major means of spread of the coronavirus. Any risk from this exposure is likely to be very low. Items that have been in a fitting room can be set aside for a day or longer if the retailer is concerned about perceived risks from clothing that has been tried on by customers.

- When processing returns, employees should wash hands or use hand sanitizer before and after handling items. Retailer may set items aside for a day or longer if concerned about perceived risks of exposure.
- Consider offering alternative order ahead and pick up options, such as curbside pickup as appropriate and applicable.
- Review and implement [General Guidance for Employers](#), as applicable.

## **Specific Guidance for Shopping Centers and Malls:**

Shopping center and malls must:

- Keep any common area settings such as food courts and seating areas configured to support at least six (6) feet physical distance between parties (chairs, benches, tables).
- Determine maximum occupancy within the shopping center or mall to maintain at least six (6) feet physical distancing and limit admittance accordingly.
- Post signs at entrances, exits and common areas (seating areas, food courts, etc.) to discourage groups from congregating, and remind customers and employees to keep six (6) feet of physical distance between individuals or parties while waiting.

To the extent possible, shopping centers and malls should:

- Designate specific entrances and exits to the shopping center or mall to constrain traffic flow and encourage physical distancing between customers. For entrances with a single door or single pair of doors, consider designating it entrance only or exit only if another entrance/exit exists and one-way flow through the area is feasible. Do not block egress for fire exits.

## **Additional Resources:**

- [OHA Guidance for the General Public](#)
- [OHA General Guidance for Employers](#)

## **Additional State Resources Needed:**

- Reopening checklist
- Symptoms and resource signs
- Signs to discourage gathering

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## Phase One Reopening Guidance

Sector: Outdoor Recreation

Specific Guidance for Outdoor Recreation Organizations:

### **Outdoor recreation organizations are required to:**

- Prior to reopening after extended closure, ensure all parks and facilities are ready to operate and that all equipment is in good condition, according to any applicable maintenance and operations manuals and standard operating procedures.
- Prohibit parties (a group of 10 or fewer people that arrived at the site together) from congregating in parking lots for periods longer than reasonable to retrieve/return gear and enter/exit vehicles.
- Reinforce the importance of maintaining at least six (6) feet of physical distance between parties (a group of 10 or fewer people that arrived at the site together) on hiking trails, beaches and boat ramps through signs and education.
- Keep day-use areas that are prone to attracting crowds (including but not limited to playgrounds, picnic shelters/structures, water parks and pools, sports courts for contact sports like basketball) and overnight use areas closed.
- Prohibit contact sports.
- Thoroughly clean restroom facilities at least twice daily and, to the extent possible, ensure adequate sanitary supplies (soap, toilet paper, hand sanitizer) throughout the day. Restroom facilities that cannot be cleaned twice daily should be kept closed or a sign should be posted stating that the restroom is unable to be cleaned twice daily.
- Frequently clean and disinfect work areas, high-traffic areas, and commonly touched surfaces in both public and non-public areas of parks and facilities.
- Post [clear signs](#) (available at [healthoregon.org/coronavirus](http://healthoregon.org/coronavirus)) listing COVID-19 symptoms, asking employees, volunteers and visitors with symptoms to stay home and who to contact if they need assistance.
- Keep any common areas such as picnic tables not in shelters/structures, day-use shelters, and buildings open to the public arranged so there is at least six (6) feet of physical distance between parties (chairs, benches, tables). Post clear signs to reinforce physical distancing requirements between visitors of different parties.

### **To the extent possible, outdoor recreation agencies should, but are not required to:**

- Consider closing alternating parking spots to facilitate at least six (6) feet of physical distance between parties.

- Consider opening loop trails in a one-way direction to minimize close contact between hikers. Designate one-way walking routes to attractions if feasible.
- Encourage all employees, volunteers and visitors to wear cloth, paper or disposable face coverings when around others.
- Encourage the public to visit parks and recreation areas during off-peak use times as defined and publicized by park or recreation area management.
- Encourage the public to visit parks and recreation areas close to home, avoid overnight trips and minimize travel outside their immediate area for recreation. Especially caution the public to not travel outside of their home area if they live in an area with a high number of reported COVID-19 cases to prevent asymptomatic COVID-19 positive individuals from inadvertently bringing the virus into an area with many fewer cases.
- Consider opening private, municipal, county and federal campgrounds as long as physical distancing requirements can be maintained. Oregon State Parks may make a separate determination on opening state campgrounds depending on readiness, ability to maintain physical distancing requirements and consultation with the Governor.
- Consider opening skate parks as long as physical distancing requirements can be maintained.
- Encourage visitors to bring their own food, water bottles and hygiene supplies (including hand sanitizer), as well as to take their trash with them when they leave.
- Encourage the public to recreate with their own household members rather than with those in their extended social circles.
- Encourage the public to recreate safely and avoid traveling to or recreating in areas where it is difficult to maintain at least six (6) feet from others not in their party.
- Position staff to monitor physical distancing requirements, ensure groups are no larger than 10 people, and provide education and encouragement to visitors to support adherence.
- Provide handwashing stations or hand sanitizer in common areas such as picnic areas, day-use shelters, and buildings open to the public.
- Consider placing clear plastic or glass barriers in front of cashiers or visitor center counters, or in other places where maintaining six (6) feet of physical distance between employees, volunteers and visitors is more difficult.
- Review and implement [General Guidance for Employers](#), as applicable.

## Additional Resources:

- [OHA Guidance for the General Public](#)
- [OHA General Guidance for Employers](#)
- [CDC's Guidance for Administrators in Parks and Recreational Facilities](#)

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## Phase One Reopening Guidance

Sector: Personal Services

Specific Guidance for Personal Services Providers:

### Client Screening:

Providers are **required** to:

- Contact client prior to appointment and ask:
  - Have you had a cough?
  - Have you had a fever?
  - Have you had shortness of breath?
  - Have you been in close contact with anyone with these symptoms or anyone who has been diagnosed with COVID-19 in the past 14 days?
- Reschedule an appointment if client answers “yes” to any of the questions above until client’s symptoms (cough, fever and shortness of breath) have been resolved, and fever has been resolved without medication for at least 72 hours, or at least 14 days after contact with a person sick with cough, fever, or diagnosed COVID-19.
- Review [information about how COVID-19 is spread](#) from one person to another: namely, through coughing, sneezing, touching, or via objects touched by someone with the virus.
- Record client contact information, date and time of appointment and provider for each client. If there is a positive COVID-19 case associated with the business, public health may need the business to provide this information for a contact tracing investigation. Unless otherwise required, this information may be destroyed after 60 days from the appointment.

To the extent possible, providers should, but are not required to:

- Consider using touchless infrared thermometers to check temperature of each client who enters the business.
- Explain to any client who has a temperature above 100.3 degrees Fahrenheit that services cannot be provided, and the appointment will be rescheduled until at least 72 hours after fever and other symptoms have resolved without medication. If the client must wait for a ride home, provide a space where the client may self-isolate away from employees and other clients.

## Operations:

Providers are **required** to:

- Immediately send home any employee with COVID-19 like symptoms (cough, fever, shortness of breath, etc.) and not allow the employee to return to work until at least 72 hours after fever and other symptoms have resolved without medication.
- Adhere to the requirements outlined in this guidance, as well as all applicable statutes and administrative rules to which the provider is normally subject.
- Determine, in cooperation with business management as necessary, the maximum occupancy of the business to maintain at least six (6) feet of physical distancing between clients and limit admittance accordingly.
- Limit the overall number of providers and clients in the business (including waiting areas) at any one time and focus on maintaining at least six (6) feet of physical distance between people in the facility except when required to provide services such as massage, haircuts, etc.
- Have clients wait in their car or outside to be contacted when the provider is ready for the appointment.
- Limit visits to scheduled appointments. Provide curbside pick-up arranged ahead of time for product purchases outside of scheduled service appointments.
- Assign one provider per client throughout the encounter.
- Ensure at least six (6) feet of physical distance between pairs of provider/clients. If necessary, use limited number of stations and stagger shifts to adhere to physical distance requirements. Maintain at least six (6) feet of distance between provider and client unless providing service that requires provider to be within six (6) feet of client.
- Post clear signs listing COVID-19 symptoms, asking employees and clients with symptoms to stay home, and who to contact if they need assistance.
- Remove all unnecessary items such as magazines, newspapers, service menus, and any other unnecessary items such as paper products, snacks, and beverages.
- Provide training, educational materials (available at [healthoregon.org/coronavirus](https://healthoregon.org/coronavirus)), and reinforcement on proper sanitation, handwashing, cough and sneeze etiquette, and using other protective equipment and measures to all employees.
- Ensure breakrooms are thoroughly cleaned and disinfected and that employees do not congregate in them.
- Thoroughly clean restroom facilities at least once daily and ensure adequate sanitary supplies (soap, toilet paper, hand sanitizer) throughout the day.
- Review and implement [General Guidance for Employers](#), as applicable.

To the extent possible, providers should, but are not required to:

- Consider using plastic covers for cloth-covered seating because they cannot be properly cleaned and disinfected.
- Consider discontinuing use of paper appointment books or cards and replace with electronic options.

- Limit the exchange of cash, and wash hands thoroughly after each transaction. Credit/debit it/debit transactions or other electronic means of payment are preferred, using touch/swipe/no signature technology.

## Personal protective measures:

Providers are **required** to:

- Provide and wear cloth, paper or disposable face coverings when providing direct client services.
- Drape each client in a clean cape, if applicable, for the service. Businesses may consider using disposable capes for one-time use.
- Wear a clean smock with each client. Businesses may consider using disposable smocks/gowns for one-time use.
- Wash hands with soapy, warm water, for a minimum of 20 seconds between each client service.
- Request that clients wash hands with soapy, warm water, for a minimum of 20 seconds prior to receiving service.
- Wash hands after using the telephone, computer, cash register and/or credit card machine, and wipe these surfaces between each use.
- Ensure all sinks in the workplace have soap and paper towels available.
- Post handwashing signs in restrooms.

To the extent possible, providers should, but are not required to:

- Consider using touchless infrared thermometers to check temperature of each employee before their shift begins. Immediately send home any employee who has a temperature above 100.3 degrees Fahrenheit and do not allow the employee to return to work until at least 72 hours after fever and other symptoms have resolved without medication.
- Wear medical grade masks when providing services that require close contact (within 6 feet), such as in the case of a haircut, massage or pedicure.
- Wear face shields in addition to a face covering for face-to-face services, such as mustache trims and brow waxing.
- Provide employees medical grade masks and face shields if provider is requiring their use for certain services.
- Have clients wear cloth, paper or disposable face coverings, as appropriate for the service. Some services may not require the client to wear face covering; for example, a client does not need to wear a face covering when face-down on a massage table. Some services, such as mustache or beard trims, may require the cloth, paper or disposable face covering to be temporarily removed.
- Wear disposable gloves when providing client services and change gloves between each client.
- Ask clients to wash their own hair prior to arriving for their appointment.

- Avoid face-to-face contact within six (6) feet of clients.
- Change into clean clothes between clients if providing services that require extended close client contact such as massage therapy and tattoo artistry.
- Change into clean clothes before leaving the business each day.

## Cleaning and Disinfection:

Providers are **required** to:

- Thoroughly clean and disinfect all areas of business prior to reopening after extended closure. Disinfect all surfaces, tools, and linens, even if they were cleaned before the business was closed.
- Use disinfectants that are Environmental Protection Agency (EPA)-registered and labeled as bactericidal, viricidal and fungicidal. No product will be labeled for COVID-19 yet, but many will have human coronavirus efficacy either on the label or available on their website. The EPA has a list of disinfectant products that meet EPA criteria for use against the virus that causes COVID-19. If in doubt of the product's effectiveness, check the EPA website.
- Mix and change disinfectant for immersion of tools daily and replace sooner if it becomes contaminated throughout the workday. Disinfectant only works on a clean surface, so clean all surfaces and tools with hot soapy water, other appropriate cleaner or cleaning wipes (if using wipes, be sure to cover surface thoroughly) before disinfecting.
- Observe contact time on the label so disinfectant will work. Contact time refers to how long the disinfectant is visibly wet on the surface, allowing it to thoroughly destroy pathogens. Typical contact time for immersion/sprays is ten (10) minutes, for disinfectant wipes, time is two (2) to four (4) minutes.
- Clean and disinfect all workstation and treatment room surfaces, including countertops, cabinets and doorknobs, chairs, head rests and arm rests. Clean and disinfect all reusable tools and store in airtight container. Clean and disinfect all appliances (including cords), shears, clippers, clipper guards, clippers, rollers, combs, brushes, rolling carts and any other items used to provide client services.
- Check to make sure all products at workstations, such as lotions, creams, waxes, scrubs, and any other similar supplies have always been in a closed container. If not, discard and replace. Remove and discard any products that could have been contaminated by unsanitary use and replace with new product.
- Clean and disinfect hard non-porous surfaces, glass, metal and plastic, including work areas, high-traffic areas, and commonly touched surfaces in both public and employee-only areas of the business.
- Only use porous/soft surfaces (such as cardboard files, buffers, drill bits, etc.) once and then discard because they cannot be disinfected.
- Launder all linens, blankets, towels, drapes, and smocks in hot soapy water and dry completely at the warmest temperature allowed. Store in an airtight cabinet after each client use. Store all used/dirty linens in an airtight container.

- Clean and disinfect all linen hampers and trash containers and only use a container that can be closed and use with liners that can be removed and discarded.
- Clean and disinfect all retail areas at least daily, including products. Try to keep clients from touching products that they do not plan to purchase.
- Provide hand sanitizer and tissues for employees and clients, if available.
- Clean and disinfect ALL restroom surfaces including floors, sinks, and toilet bowls. Store paper products in a closed cabinet and provide hand soap. Place trashcan by the door. Remove anything that does not have to be in the restrooms.
- Clean and disinfect all bowls, hoses, spray nozzles, foist handles, shampoo chairs and arm rests between each use. Wipe down all back-bar products and shelves. Discard and replace any products that have not been stored in a closed container prior to reopening after extended closure.
- Empty all wax pots and disinfect before refilling them with new wax prior to reopening after extended closure. Purchase new single-use applicators that can be disposed of in an airtight trash can. The airtight trash can must have a lid and be lined with a disposable plastic bag.

To the extent possible, providers should, but are not required to:

- Provide hand sanitizer at all work locations for employees and clients.

### **Additional Resources:**

- [OHA Guidance for the General Public](#)
- [OHA General Guidance for Employers](#)

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