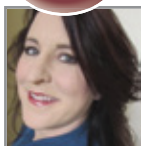




Recommendations for Reopening Salons



CLICK ON THE HEADLINE TO SHARE :: SAVE :: PRINT :: VIEW

The Nail Extension Jaime Schrageck

For better or worse, every state has undertaken the reopening process somewhat differently. Early last month, California launched an online portal to solicit ideas specific to different types of businesses and meant to “reduce transmission, maintain healthy business operations and maintain a healthy work environment.”

While the beauty industry does not lack for guidance, here are my recommendations I submitted for consideration in reopening beauty salons:

Protecting Employees:

- Comply with Cal/OSHA guidelines; make updates to Illness and Injury Prevention Program and Safety Data Sheets.
- Ensure proper classification of employees; post employment and/or AB 5 compliance notice to consumers.
- Provide Know Your Workers Rights information and all labor postings.
- Require liability insurance.

- Review written procedures for hand washing, disinfection of tools and surfaces, disposal of used items, etc.
- Require adequate ventilation.
- Require salon owners provide and employees wear disposable gloves and masks and protective eyewear.
- Mandate employees immediately report any symptoms or exposures.
- Do not allow employees to handle credit cards, cash, coins or checks without wearing gloves.
- Maintaining Physical Distance:
 - Accept that physical distancing not possible in the performance of beauty services.
 - Limit the number of employees present by requiring clients to schedule appointments in advance and schedule employees accordingly.
 - Restrict access to the salon to clients with an appointment, without violating fire codes.
 - Eliminate waiting areas in the salon.
 - Require clients to wear disposable masks provided by salon; refuse service otherwise.
 - Position work stations farther apart, or use alternating stations for installed equipment.
 - Instruct employees and clients to avoid unnecessary physical contact like handshakes or hugs.
 - Have employees take their rest and meal breaks without congregating.

Screening for Symptoms:

- Notify consumers/existing clients of new scheduling and cancellation policies.
- Disable online booking to control access to the salon schedule.

Maintain records for every scheduled appointment (client name, email and phone number) and Verify the identity of new clients.

- Instruct clients to confirm appointments in the morning by answering screening questions.
- Have clients wait in their cars and not arrive early for their appointments.
- Ban outside food and drink.
- Require clients to undergo a digital thermal scan and attest to being symptom-free when they arrive.
- Use a consent form to notify clients of the potential risks associated with beauty services.

Reducing Interaction:

- Instruct clients to come alone (no guests, children or pets).
- Control the flow in the salon by reducing barriers and choke points.
- Limit personal interaction to the client and

their licensed professional only; reassign the receptionist to cleaning duties.

- Minimize what clients touch during their visits.
- Have clients wash their hands and not touch their phone, belongings or face during their service.
- Prioritize contactless payments of services and tips, or invoice before the appointment.
- Provide information online about services, pricing and scheduling.
- Go paperless as much as possible.
- Schedule deliveries and provide instructions to delivery drivers to limit their presence.

Planning for Potential Disruptions:

- Ensure that employees have workers compensation insurance.

Revise contracts with booth renters to include COVID-19 salon policies.

- Update contact information for employees and coworkers (booth renters).
- Maintain client records to facilitate contact tracing and communication, like the cancellation of appointments.
- Inform clients that appointments may be cancelled on short notice due to absenteeism.
- Enforce industry-specific rules on employees/

booth renters, like no mobile services.

- Notify the appropriate local authorities if anyone were to become exposed or infected.
- Develop a plan for the notification of clients and employees/booth renters.

Protect privacy and confidentiality to the fullest extent possible.

Altering Environments:

- Increase the frequency of hand washing; provide soap in touchless dispensers.
- Eliminate the use of any air hand dryers; use paper towels for hand drying.
- Position touchless hand sanitizer dispensers throughout the salon and at each station.
- Use EPA-registered disinfectants according to manufacturer's instructions.
- Expand the time between appointments to accommodate more extensive disinfection procedures.
- Wear appropriate PPE when cleaning.
- Store supplies in enclosed and labeled containers.
- Dispense consumable products without cross contamination by using disposable portion cups or hands-free dispensers.
- Use patient bibs and/or hand towels to cover surfaces (tables and arm rests) and minimize cleaning.

Other Issues or Topics:

- Expand the definition of unlicensed activity to include licensees operating in violation of Shelter-in-Place (SIP) orders.
- Codify COVID-19 best practices into future Board of Barbering and Cosmetology (BBC) health and safety regulations.
- License braiders, threaders and massage therapists.
- Require that licensees have a LiveScan, liability insurance and annual flu shots.
- Update curriculum to focus on infection control, not unnecessary medical info.
- Assign oversight of beauty schools to BBC.
- Reduce the hours required for licensure, but require continuing education.
- Allow for remote learning.
- Require licensees to advertise with their legal name and license number.
- Prohibit the use of "medical" titles and/or advertising services as "medical."

We must earn and maintain the trust of our client through compliance. We cannot guarantee complete safety when services resume, but we should make every effort to reduce risk to a reasonable level. The liability involved in professional beauty services may never be greater.

Since 1992, Jaime Schrabeck, Ph.D. has worked as a licensed manicurist and owner of Precision Nails, an exclusive employee-based salon. Beyond the salon, she consults with salon owners and manufacturers, mentors educators, organizes events and advises California's Board of Barbering and Cosmetology and attorneys as an expert witness. For more information visit www.precisionnails.com or email jaime@precisionnails.com