

**CALIFORNIA  
BOARD OF BARBERING AND COSMETOLOGY**



**DECEMBER 18, 2020  
Health and Safety Advisory Committee Meeting**

**PUBLIC TELECONFERENCE**



P.O. Box 944226, Sacramento, CA 94244-2260  
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# Health and Safety Advisory Committee Meeting Agenda

Friday, December 18, 2020

**PUBLIC TELECONFERENCE MEETING  
9:00am - Until Completion of Business**

**NOTE:** Pursuant to the provisions of Governor Gavin Newsom's Executive Order N-29-20, dated March 17, 2020, neither Board member locations nor a public meeting location are provided. Public participation may be through teleconferencing as provided below.

**Important Notices to the Public:** The Board of Barbering and Cosmetology will hold a public meeting via a Webex Events. To participate in the WebEx Events meeting, please log on to this website the day of the meeting:

<https://dca-meetings.webex.com/dca-meetings/onstage/g.php?MTID=e8b84f578ced8f1df24c9cc2ef0fc1a34>

**INSTRUCTIONS FOR PARTICIPATION:** Please see the instructions attached hereto to observe and participate in the meeting using WebEx from a Microsoft Windows-based PC.

Members of the public may but are not obligated to provide their names or personal information as a condition of observing or participating in the meeting. When signing into the WebEx platform, participants may be asked for their name and email address. Participants who choose not to provide their names will be required to provide a unique identifier such as their initials or another alternative, so that the meeting moderator can identify individuals who wish to make public comment; participants who choose not to provide their email address may utilize a fictitious email address in the following sample format: XXXXX@mailinator.com.

Public comments will be limited to two minutes unless, in the discretion of the Committee, circumstances require a shorter period; members of the public will not be permitted to "yield" their allotted time to other members of the public to make comments.

- 1. Call to Order/Roll Call**
- 2. Executive Officer's Opening Remarks (Kristy Underwood)**
- 3. Approval of December 2, 2019 Committee Meeting Minutes**
- 4. Discussion and Recommendations on Amending Health and Safety Regulations:**
  - a. Title 16, California Code of Regulations sections 977-995**
- 5. Public Comment on Items Not on the Agenda\***
- 6. Suggestions for Future Agenda Items**
- 7. Adjournment**

Action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the Committee and may be taken out of order. In accordance with the Bagley-Keene Open Meeting Act, all meetings of the Board are open to the public.

\*Government Code section 11125.7 provides the opportunity for the public to address each agenda item during discussion or consideration by the Board prior to the Committee taking any action on said item. Members of the public will be provided appropriate opportunities to comment on any issue before the Committee, but the Committee Chair may, at his or her discretion, apportion available time among those who wish to speak. Individuals may appear before the Board to discuss items not on the agenda; however, the Committee can neither discuss nor take official action on these items at the time of the same meeting (Government Code sections 11125, 11125.7(a)).

The meeting is being held via Webex Events. The meeting is accessible to the physically disabled. A person who needs disability-related accommodation or modification in order to participate in the meeting may make a request by contacting: Marcene Melliza at (916) 575-7121, email: [marcene.melliza@dca.ca.gov](mailto:marcene.melliza@dca.ca.gov), or send a written request to the Board of Barbering and Cosmetology, PO Box 944226, Sacramento, CA 94244. Providing your request is a least five (5) business days before the meeting will help to ensure availability of the requested accommodations. TDD Line: (916) 322-1700.

# HOW TO – Join – DCA WebEx Event

The following contains instructions on how to join a WebEx event hosted by the Department of Consumer Affairs (DCA).

NOTE: The preferred audio connection to our event is via telephone conference and not the microphone and speakers on your computer. Further guidance relevant to the audio connection will be outlined below.

1. Navigate to the WebEx event link provided by the DCA entity (an example link is provided below for reference) via an internet browser.

Example link:

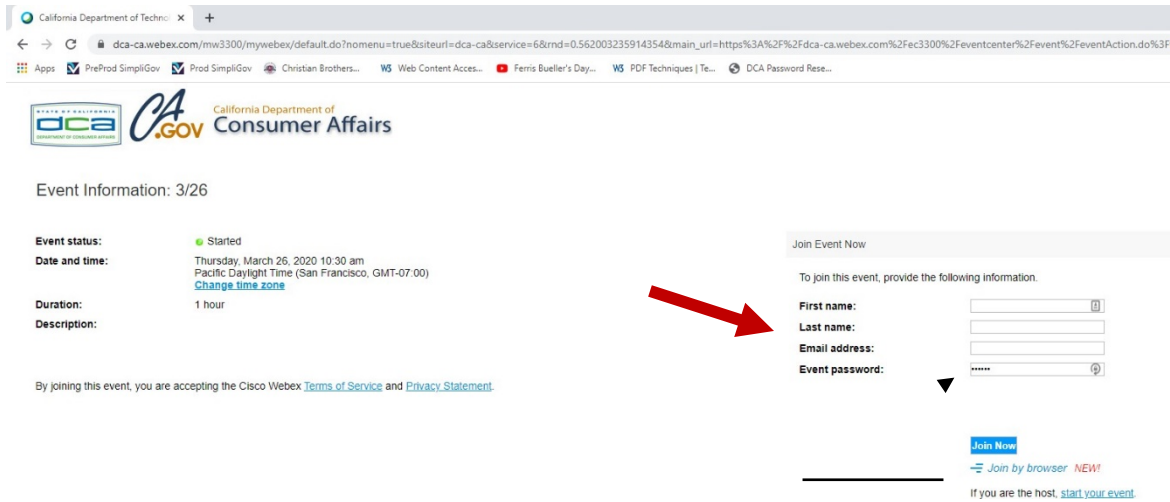
<https://dca-ca.webex.com/dca-ca/onstage/g.php?MTID=eb0a73a251f0201d9d5ef3aaa9e978bb5>

The screenshot shows a web browser window displaying a WebEx event page. The browser's address bar shows the URL: <https://dca-ca.webex.com/dca-ca/onstage/g.php?MTID=eb0a73a251f0201d9d5ef3aaa9e978bb5>. The page header includes the California Department of Consumer Affairs logo and name. The main content is divided into two columns. The left column, titled 'Event Information: 3/26', lists the following details: Event status: Started; Date and time: Thursday, March 26, 2020 10:30 am Pacific Daylight Time (San Francisco, GMT-07:00) with a link to 'Change time zone'; Duration: 1 hour; and Description: (empty). Below this information is a link: 'By joining this event, you are accepting the Cisco Webex Terms of Service and Privacy Statement.' The right column, titled 'Join Event Now', contains a form with the instruction 'To join this event, provide the following information.' The form fields are: First name: (text input); Last name: (text input); Email address: (text input); and Event password: (password input with a strength indicator). Below the form is a blue 'Join Now' button, a link 'Join by browser NEW!', and a note: 'If you are the host, start your event.'

2. The details of the event are presented on the left of the screen and the required information for you to complete is on the right.

NOTE: If there is a potential that you will participate in this event during a Public Comment period, you must identify yourself in a manner that the event Host can then identify your line and unmute it so the event participants can hear your public comment. The 'First name', 'Last name' and 'Email address' fields do not need to reflect your identity. The department will use the name or moniker you provide here to identify your communication line should you participate during public comment.

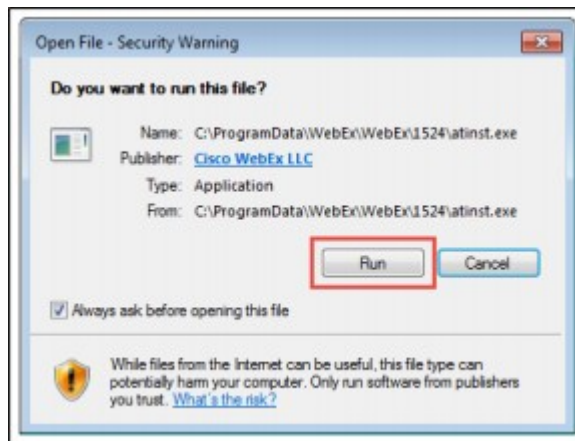
# HOW TO – Join – DCA WebEx Event



3. Click the 'Join Now' button.

*NOTE: The event password will be entered automatically. If you alter the password by accident, close the browser and click the event link provided again.*

4. If you do not have the WebEx applet installed for your browser, a new window may open, so make sure your pop-up blocker is disabled. You may see a window asking you to open or run new software. Click 'Run'.



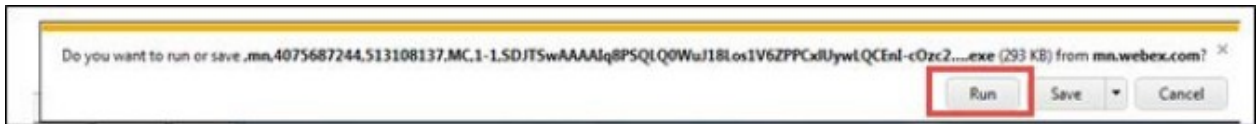
Depending on your computer's settings, you may be blocked from running the necessary software. If this is the case, click 'Cancel' and return to the browser tab that looks like the window below. You can bypass the above process.

## Starting Webex...



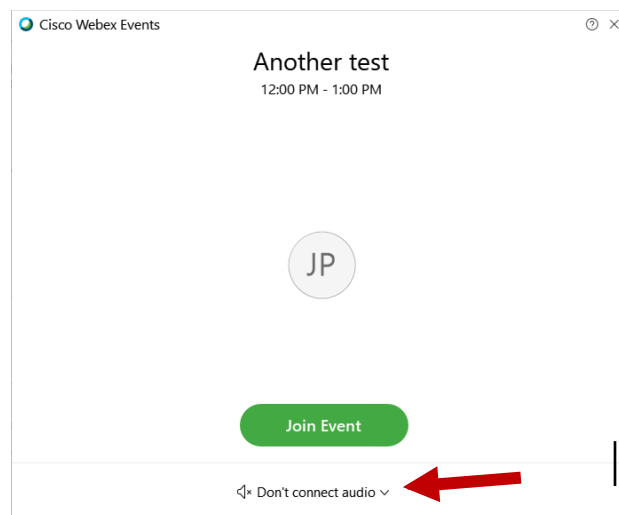
Still having trouble? [Run a temporary application](#) to join this meeting immediately.

5. To bypass step 4, click 'Run a temporary application'.
6. A dialog box will appear at the bottom of the page, click 'Run'.



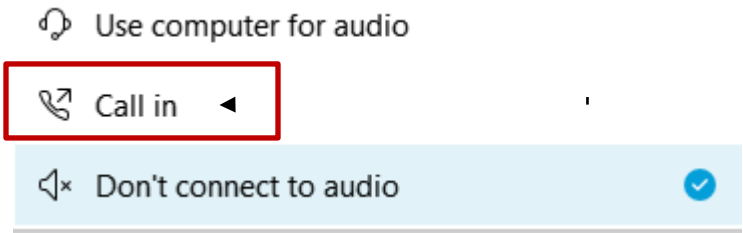
The temporary software will run, and the meeting window will open.

7. Click the audio menu below the green 'Join Event' button.

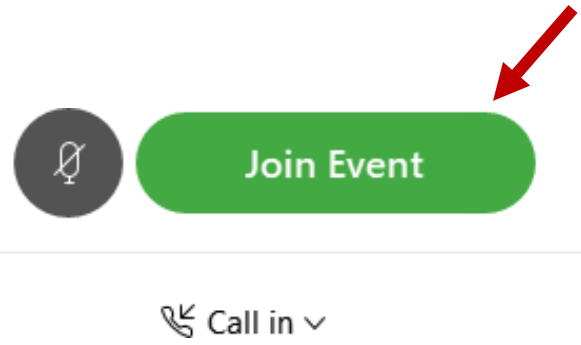


8. When the audio menu appears click 'Call in'.

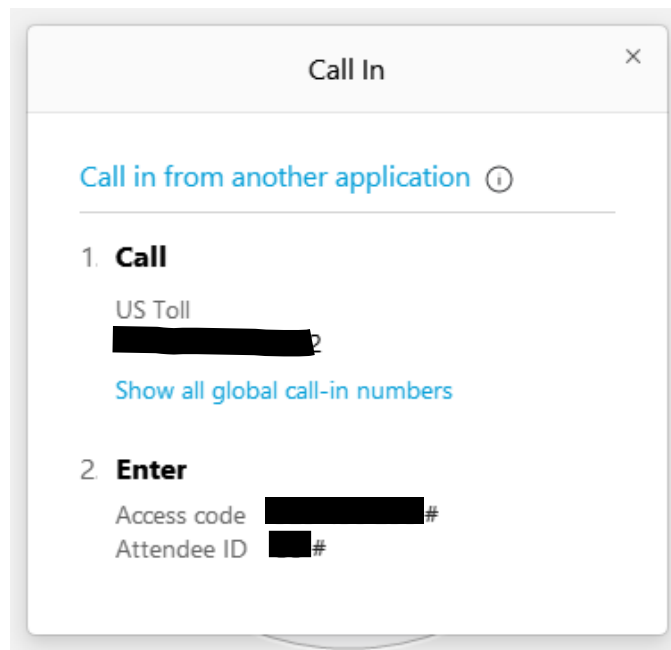
# HOW TO – Join – DCA WebEx Event



9. Click 'Join Event'. The audio conference call in information will be available after you join the Event.



10. Call into the audio conference with the details provided.

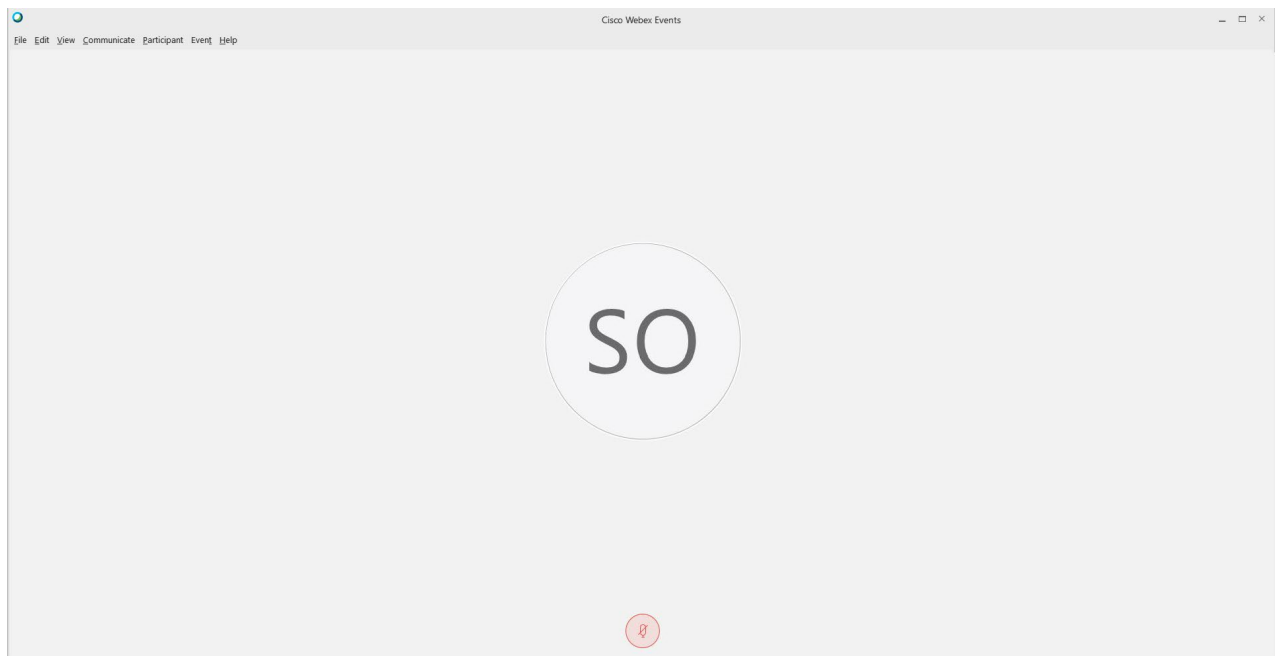


*NOTE: The audio conference is the preferred method. Using your computer's microphone and speakers is not recommended.*

# HOW TO – Join – DCA WebEx Event

Once you successfully call into the audio conference with the information provided, your screen will look like the screen below and you have joined the event.

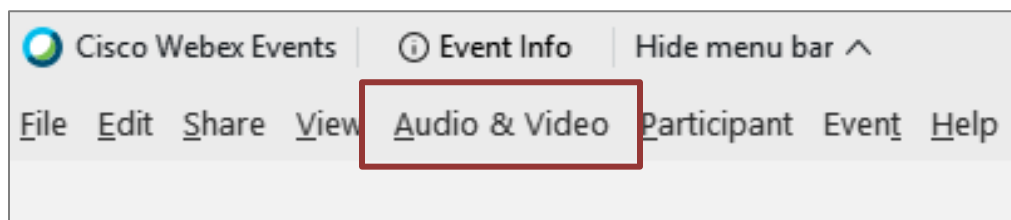
Congratulations!



*NOTE: Your audio line is muted and can only be unmuted by the event host.*

If you join the meeting using your computer's microphone and audio, or you didn't connect audio at all, you can still set that up while you are in the meeting.

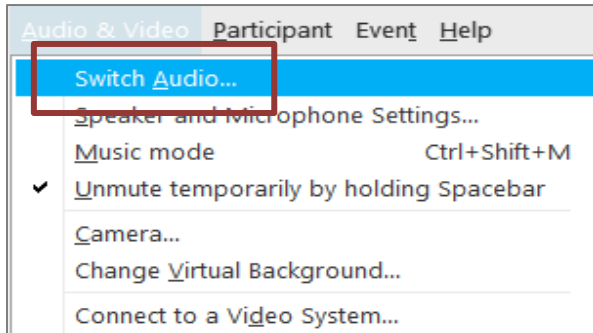
1. Select 'Audio & Video' from the menu bar at the top of your screen.



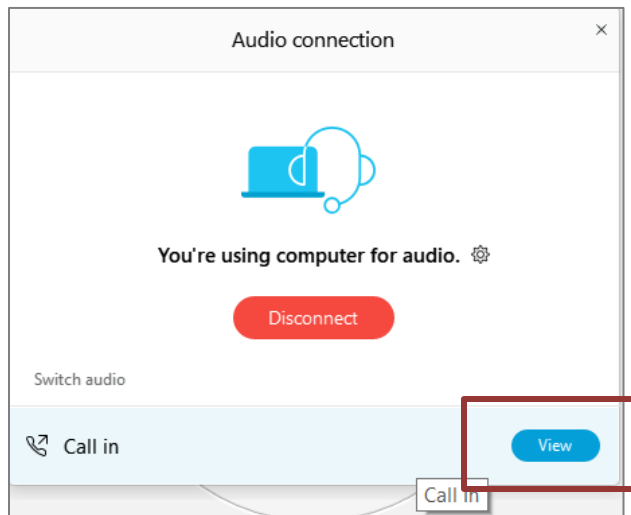


# HOW TO – Join – DCA WebEx Event

2. Select “Switch Audio” from the drop-down menu.



3. The ‘Call In’ information can be displayed by selecting ‘View’



You will then be presented the dial in information for you to call in from any phone.

## Participating During a Public Comment Period

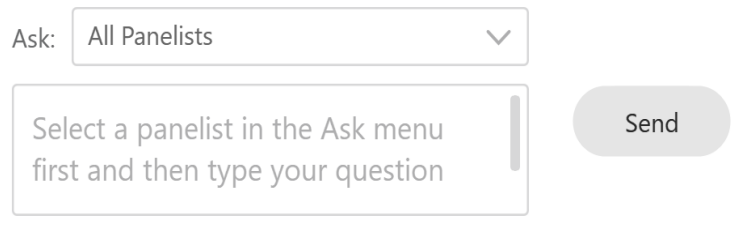
At certain times during the event, the facilitator may call for public comment. If you would like to make a public comment, click on the 'Q and A' button near the bottom, center of your WebEx session.



This will bring up the 'Q and A' chat box.

*NOTE: The 'Q and A' button will only be available when the event host opens it during a public comment period.*

To request time to speak during a public comment period, make sure the 'Ask' menu is set to 'All panelists' and type 'I would like to make a public comment'.



Attendee lines will be unmuted in the order the requests were received, and you will be allowed to present public comment.

*NOTE: Your line will be muted at the end of the allotted public comment duration. You will be given a warning that your time is about to expire.*

**DRAFT**  
**CALIFORNIA STATE BOARD  
OF  
BARBERING AND COSMETOLOGY**

**HEALTH AND SAFETY ADVISORY COMMITTEE MEETING**

**MINUTES OF DECEMBER 2, 2019**

Crowne Plaza San Diego-Mission Valley  
2270 Hotel Circle N.  
San Diego, California

**BOARD MEMBERS PRESENT**

Lisa Thong, Board President  
Jacquie Crabtree

**COMMITTEE MEMBERS PRESENT**

Larry Cromwell  
Joanie Gonella  
Fred Jones  
Zenith Khwaja  
Leslie Roste  
Jaime Schrabec, Ph.D.  
Kellie Swallow  
Samia Tahir

**COMMITTEE MEMBERS ABSENT**

Paul Bryson, Ph.D.  
Jennifer Cruz-Jimenez  
Brandon Hart  
Kathy Te Nelson

**STAFF MEMBERS PRESENT**

Kristy Underwood, Executive Officer  
Michael Santiago, Board Legal Representative  
Allison Lee, Board Project Manager  
Marcene Melliza, Board Analyst

**1. Agenda Item #1, CALL TO ORDER / ROLL CALL**

Lisa Thong, Board President, called the meeting to order at approximately 1:00 p.m. and confirmed the presence of a quorum.

**2. Agenda Item #2, EXECUTIVE OFFICER'S OPENING REMARKS**

Kristy Underwood, Executive Officer, stated an additional Health and Safety Advisory Committee meeting will be scheduled after the first of the year to continue the discussion on the Health and Safety Regulations.

**3. Agenda Item #3, PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA**

Wendy Cochran, Founder, California Aesthetic Alliance, stated the practice of skin care has not been defined, which creates confusion. She stated her 5,000 members would like to be compliant with the laws and more guidance is necessary.

**4. Agenda Item #4, APPROVAL OF THE AUGUST 28, 2018, COMMITTEE MEETING MINUTES**

**MOTION:** Ms. Thong made a motion, seconded by Mr. Jones, that the Board approves the August 28, 2018, Meeting Minutes as presented. Motion carried 7 yes, 0 no, 3 abstain per roll call vote as follows:

The following Committee Members voted "Yes": Cromwell, Gonella, Jones, Khwaja, Roste, Schrabek, and Thong.

The following Committee Members abstained: Crabtree, Swallow, and Tahir.

**5. Agenda Item #5, APPROVAL OF THE JULY 29, 2019, COMMITTEE MEETING MINUTES**

**MOTION:** Ms. Thong made a motion, seconded by Mr. Jones, that the Board approves the July 29, 2019, Meeting Minutes as presented. Motion carried 8 yes, 0 no, 2 abstain per roll call vote as follows:

The following Committee Members voted "Yes": Cromwell, Gonella, Jones, Khwaja, Roste, Schrabek, Swallow, and Thong.

The following Committee Members abstained: Crabtree and Tahir.

**6. Agenda Item #6, PRESENTATION BY GREEN CIRCLE SALONS ON RECOVERING AND REPURPOSING BEAUTY WASTE**

**Presenter:**

Bill Deliman, Global Business Development Director, Green Circle Salons  
Bill Deliman, Global Business Development Director, Green Circle Salons (GCS), provided an overview, with a slide presentation, of the background, challenge, process, and solutions of the Green Circle Salon Program. He stated the goal of GCS is to close the loop on the materials that are sold into the professional beauty industry by working with manufacturers and distributors and other industry stakeholders to bring an awareness to the problem of climate change and the unsustainable efforts of the industry today with packaging, raw materials, and sourcing. GCS finds green solutions for the beauty industry's waste, specifically the contaminated materials.

Questions and Discussion

Mr. Cromwell asked about operation costs to salons and clients. Mr. Deliman stated GCS has put together a green sustainable model. Participating salons commit to becoming a future carbon-neutral business by ensuring that they can sustain their operational costs. He stated one of the barriers to entry with this solution is that some

salons are not yet ready to have that discussion with their clients, but the salons that have have enriched their relationship because the clients are brought into the solution. A green economy means involving clients in the transaction of this solution. That is how this program is economically funded.

Ms. Schrabec asked about nail salons and what is being done with household chemicals that would normally be recycled through the waste center. Mr. Deliman stated GCS works with companies to collect chemicals from vats at the manufacturing level and the nail artists' bottles at the salon level in what is called a "single stream." Waste products such as wax, spatulas, nail polishes, sponges, cotton, and paper go into one stream, which becomes clean energy. Ms. Schrabec asked about birchwood sticks and Mr. Deliman stated wood products would go into waste energy to be included in one single stream.

Ms. Thong asked if GCS is in conversation with local waste management districts about the program. Mr. Deliman stated GCS is working with the city of San Jose. The city is approaching their beauty salons, spas, and nail salons to recommend the program. GCS is also working with the city of San Francisco on chemical collection.

## **7. Agenda Item #7, DISCUSSION AND RECOMMENDATIONS ON REVISED HEALTH AND SAFETY REGULATIONS**

Ms. Underwood stated the Committee asked staff, with the help of Ms. Roste, at the last Committee meeting, to provide a draft revision of the Health and Safety Regulations. Ms. Underwood reviewed the Draft Health and Safety Regulations, which were provided in the meeting packet. She clarified that proposed added language is highlighted in yellow and underlined, and the proposed language to be removed is highlighted in gray and struck through.

Committee Members provided the following feedback:

### Section 977, Health and Safety Definitions

- Add a definition for the word "clean" to differentiate between "clean" and "disinfected."
  - Define the word "clean" as "free from surface and/or visible debris."
  - Add that it can be done with "soap and water or chemical cleaner."
- Consider labeling items "ready to use" rather than "clean."
- Under Disinfect or Disinfection, strike "and pathogens" after "fungi," because everything is included with the addition of the word "fungi" so it will read "the use of chemicals to destroy harmful bacteria, viruses, and fungi on implements or tools to render them safe for use."
- Under Disinfect or Disinfection, consider the removal of the word "implements" so it will read "the use of chemicals to destroy harmful bacteria, viruses, and fungi on tools to render them safe for use."

- Under Autoclave, change the language “registered and listed with” to “approved by” so it would read “Autoclaves must be approved by the United States FDA and used as instructed by the manufacturer.”
- Under Dry Heat Sterilizer, add the same FDA approval that was listed under Autoclave to read “Dry Heat Sterilizers must be approved by the United States FDA and used as instructed by the manufacturer.”
- Under Over-the-Counter, consider adding “professional use product.”
- Add a definition for the term “Professional Use Product.”

### **Public Comment**

Wendy Cochran agreed with the suggestions for the definition of “Over-the-Counter.” She suggested the following:

- Under Epidermis, strike “the non-living layer of the skin” and change “outermost” to “uppermost” so it will read “the uppermost layer of the skin.”
- Under Dermis, strike “the living layer of the skin” so it will read “the layer of skin just below the epidermis.”

### **Section 978, Minimum Equipment and Supplies**

- Add a definition for the word “Equipment” in Section 977, Health and Safety Definitions.
- Under 978(a)(1), change the words “equipment” to “tools” and “soiled” to “dirty” so it will read “clean tools, labeled as such, to be used on the next client. Establishments, schools, and independent contractors shall not have all tools in the establishment or school labeled as dirty.”
- Under 978(a)(3), consider alternative language to describe containers other than “closed, vented” to add clarity.
- Under 978(a)(3), the added language about weekly disinfection of the containers is not enforceable.
- Under 978(d), address this issue through the fine schedule.

### **Public Comment**

Wendy Cochran referred to 978(a) and stated the proposed language for “independent contractors” does not match the language of Assembly Bill (AB) 5. Independent contractor is a false term in the industry; estheticians are not independent contractors. Ms. Cochran suggested the word “licensees” because, whether an individual is an establishment owner and a holder of a license for that establishment or a practitioner in that establishment, they will be held responsible as a licensee.

Wendy Cochran stated the need to address the materials that the “closed, vented containers” are made of. Many individuals in esthetics store items in Tupperware, which is sealed and taken out perhaps once a week. She asked if the material

can be metal such as punched tin with a fabric liner, wicker, carved wood, plastic, or a cardboard box.

Ms. Roste stated the containers must be disinfected so they must be nonporous. She suggested that staff continue to work on this language.

#### Section 979, Disinfecting Non-Electrical Tools

- Under 979(a)(4), add “electrolysis tweezers and caps” and “microdermabrasion diamond tips” to the list of items that must be immersed.
- Under 979(a)(4), add “synthetic” to “nail brushes.”
- Under 979(a)(4), change the word “make-up” to “cosmetic” so it will read “nail clippers, cosmetic pencil sharpeners, synthetic nail brushes, electrolysis tweezers and caps, and microdermabrasion diamond kits must be immersed.”

#### **Public Comment**

Wendy Cochran referred to 979(a)(2) and stated the phrase “or by use of a wipe” will increase contact dermatitis in licensees. She suggested moving (6) up in the instructions so licensees will know that they are required to wear gloves and adding “according to the manufacturer’s instructions” to (2) so it will read “clean with soap or detergent and water or by use of a wipe, according to manufacturer’s instructions.” She stated including gloves in many of the steps or including gloves as a higher level of conversation is important.

#### Section 980, Disinfecting Electrical Tools

- Under 980(a)(2)(b), at the least, strike the word “covered” so it will read “all disinfected electrical tools shall be stored in a clean place ...”
- Change 980(a)(2)(b) to read “all electrical tools must be disinfected prior to every use.”

Ms. Underwood asked Committee Members to continue to consider how to best deal with barber shop clippers for consumer safety.

#### **Public Comment**

Wendy Cochran referred to 980(a)(2)(b) and asked about wax pots.

Ms. Roste suggested adding “unless otherwise noted” and calling out microdermabrasion equipment or wax pots separately.

Melodie Cochran, Salon Owner, asked how all salons will learn about the changes being made to the regulations.

Ms. Underwood stated the final updated Health and Safety Regulations will be mailed to every salon.

#### Section 980.1, Procedures for Cleaning and Disinfecting Foot Basins

- Under 980.1(b)(7), change “for at least 10 minutes” to “the contact time listed on the manufacturer’s label” so it will read “the spa basin shall be refilled with clean water and shall be circulated with the correct amount (read manufacturer label for

mixing instructions) of the EPA-registered liquid disinfectant that is labeled as a bactericide, fungicide, and virucide through the basin for the contact time listed on the manufacturer's label.”

- Under 980.1(b)(7), add that the stand-alone basin does not need to be circulated but needs to be disinfected.
- Under 980.1(b)(7), add clarification that the stand-alone basin can be disinfected with sprays and wipes.

#### Section 980.4 Disposable Foot Basin or Tub Liners

- Incorporate 980.4 into 980.1.
- Under 980.4(a), strike the word “recyclable” so it will read “single-use, disposable liners, designed specifically and manufactured for use ....”

#### Section 981, Tools and Supplies

- Under 981(a), add “wooden sticks” so the list would read “(including, but not limited to, buffers, pumice stones, wax sticks, toe separators, gloves, cotton pads, sponges, emery boards, neck strips, and wooden sticks) are single-use and shall be disposed of ....”

#### Section 982, Sterilizing Electrolysis Tools

- Under 982(a)(1)(a), add that the autoclave needs to be on the premises.
- Under 982(a)(1)(c), change the language to read “all sterilized implements must be packaged with a chemical indicator indicating that the process was completed prior to use.”
  - Employee-packaged things need to be sterilized in those packages.
  - Add that the date needs to be included on the sterilized package.

#### Section 983, Hand Hygiene

- No edits were offered.

#### Section 984, Disease and Infestation

- Under 984(e), reword the sentence to clarify that the modifier “without wearing gloves” pertains to the whole sentence.

#### **Public Comment**

Wendy Cochran suggested adding “herpes” and “warts” to the list in 984(c).

#### Section 986, Brushes

Ms. Underwood stated new ideas have been suggested for this item. Staff will revise this section and bring it back at the next Committee meeting.

#### Section 987, Linens

- No edits were offered.



### Section 988, Liquids, Creams, Powders, and Cosmetics

- No edits were offered.

### Section 989, Prohibited Hazardous Substances/Equipment, Use of Implements and Services in Establishments or Schools

- Add “neck dusters” as item 989(i).
- Under 989(d), strike the word “sterilizer” so it would read “ultra-violet cabinets.”
- Change the word “implements” to “tools.”
- Work on the language for subsection (g).
- Include “any type of injection device” in the list.
- Address clients bringing in their own tools.
- Make two subsections as follows and include items (a) through (i) under them:
  - 989(a) no establishment, school, or licensee shall have on the premises:
  - 989(b) no establishment, school, or licensee shall perform these services:

#### **Public Comment**

Wendy Cochran stated henna is currently a big topic. Also, dermaplaning scalpels are not on the list and waxing the entire scalp needs to be included in the conversation.

#### **8. Agenda Item #8, AGENDA ITEMS FOR THE NEXT MEETING**

Ms. Underwood stated another Committee meeting will be scheduled prior to the next Board meeting.

#### **9. Agenda Item #9, ADJOURNMENT**

There being no further business, the meeting was adjourned at 3:34 p.m.

## Article 12. Health and Safety DRAFT

### 977. Health and Safety Definitions

The following words and terms, when used in this article, shall have the following meanings:

**Autoclave**—A device used to sterilize tools, equipment and supplies by subjecting them to high-pressure saturated steam. Autoclaves must be approved by the U.S. Food and Drug Administration (FDA), used as instructed by the manufacturer, and be inside the establishment.

**Clean**—Free from debris.

**Contaminated**—The presence of blood or other potentially infectious materials on an item's surface or visible debris such as dust, hair and skin.

**Cosmetics**—Substances used to enhance the appearance of the human body.

**Dermis**—The layer of skin just below the epidermis; ~~the living layer of the skin.~~

**Disinfect or Disinfection**—The use of chemicals to destroy harmful bacteria, viruses and fungi ~~and pathogens~~ on ~~implements or~~ tools to render them safe for use.

**Disinfectant**—A product registered by the U.S. Environmental Protection Agency (EPA) that has demonstrated bactericidal, fungicidal and virucidal activity. The products used must include a label from the manufacturer that indicates the EPA registration ~~and must be in liquid form to disinfect non-electrical tools and spray or wipe form~~ to disinfect electrical tools and shears. Concentrate for immersion, wipes and sprays may be used unless otherwise specified in these regulations.

**Dry Heat Sterilizer**—A device used to sterilize tools ~~equipment and supplies~~ by use of hot air that is nearly or completely free of water vapor. Dry heat sterilizers must be approved by the U.S. Food and Drug Administration (FDA), used as instructed by the manufacturer, and be inside the establishment.

**Electrical Tools**—All tools used for barbering, cosmetology and electrology that require electricity to operate by means of an electrical cord, wireless charger, or battery. These include, but are not limited to, clippers, blow dryers, curling irons and flat irons.

**Epidermis**—The outermost layer of the skin; ~~the non-living layer of the skin.~~

**Foot Basin**—Open vessel of a foot spa chair or a stand-alone tub (without plumbing or piping) that is filled with water and in which the client's feet are placed during a pedicure.

**Hot Styling Tools**—Tools that utilize heat to style hair.

**Non-Electrical Tools**—All tools used for barbering, cosmetology and electrology that do not use any form of electricity to operate. These include, but are not limited to, shears, razors, cuticle nippers, cuticle pushers, nail clippers, metal files, metal smoothers, combs and hair clips.

**Non-porous**—Material without pores (impervious); such as metal, plastic or glass.

**Over the Counter**—~~Cosmetology, barbering or electrology products that are made available for purchase by the general public without a physician's prescription.~~

**Poisonous**—A substance that can cause sickness or death by entering or touching the body.

**Porous**—Having minute spaces or holes through which liquid may pass (permeable); such as wood, cloth, or sponges.

**Sanitary**—A clean, healthy condition.

**Single-use**—All porous items including, but not limited to, cotton, nail files, pumice stones, buffing blocks, toe separators, wooden sticks and disposable mascara wands.

**Soiled**—dirty; not clean.

**Sterilize or Sterilization**—The process which makes something free from living cells, organisms and pathogens (including spores), removes or kills all forms of microbial life, including transmissible agents (such as fungi, bacteria, viruses and spore forms) by use of an autoclave or dry heat sterilizer.

**Tub**—A standalone, open vessel that is filled with water and in which the client's feet are placed during a pedicure.

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

### 978. Minimum Equipment and Supplies

(a) Establishments, and schools and licensees operating as independent contractors shall have and maintain the following minimum equipment and supplies:

(1) Clean tools, labeled as such, that are ready to be used on the next client. Establishments, schools and independent contractors shall not have all tools in the establishment or school labeled as "Dirty."

(2) If hair services are performed, at least one covered waste container per establishment for the disposal of hair. Hair must be disposed of in a covered waste container.

(3) Covered Closed, vented containers made of non-porous material to hold all soiled towels, gowns, smocks, linens and sheets in any enclosed area frequented by the public. Containers shall be disinfected on a weekly basis with an EPA-registered disinfectant spray or wipe that has demonstrated bactericide, fungicide and virucidal activity.

(4) Closed, clean cabinets, drawers, or containers to hold all clean non-electrical tools, towels, gowns, smocks, linens and sheets.

(5) Containers for disinfectant solution for tools and equipment to be disinfected. Containers must be labeled "Disinfectant" Solution."

(6) Each container specified in (4-5) shall contain sufficient disinfectant solution to allow for the total immersion of tools.

(7) If electrolysis is performed, an autoclave or dry heat sterilizer that meets the requirements of Section 982.

(b) Establishments and schools shall have disinfectant solution, mixed according to manufacturer's directions, and/or disinfectant spray or wipes available for use at all times.

(c) A manufacturer-labeled container for the disinfectant used must be available at all times in the establishment or school. In the event that the last remaining disinfectant has been used, the empty manufacturer-labeled container must be present.

(d) Any individual licensee working within an establishment as an independent contractor shall ensure that the items listed in this section are available for their own use.

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

**979. Disinfecting Non-Electrical Tools**

(a) Before use upon a client, all non-electrical tools that can be disinfected, ~~excluding shears,~~ shall be disinfected in the following sequential manner:

(1) Remove all visible debris **and clean with soap or detergent and water.**

~~(2) Clean with soap or detergent and water.~~

~~(2)~~ **3** Completely dry tools with a new, clean paper towel.

~~(3)~~ **4** **Then totally immerse in an EPA-registered disinfectant with demonstrated bactericidal, fungicidal, and virucidal activity, used according to manufacturer's instructions. Use an EPA-registered disinfectant to totally immerse, wipe or spray tool for entire contact time listed on the manufacturer label. Nail clippers, cosmetic pencil sharpeners, tweezers, tweezer caps, microdermabrasion tips, and synthetic nail brushes must be immersed.**

~~(4)~~ **6** Licensees or students shall wear protective gloves or use tongs when removing **immersed** tools from the disinfectant.

**(5) Let air dry or dry with a paper towel or clean towel.**

(b) The **liquid** disinfectant solutions specified in subdivision (a) shall:

(1) Remain covered at all times.

(2) Be changed according to the manufacturer's instructions or when it is cloudy or contains debris.

(c) All tools used on a client or soiled in any manner shall be placed in a container labeled "Dirty," ~~"Soiled,"~~ or "Contaminated."

(d) All disinfected tools shall be stored in a clean, covered place that is labeled "Clean" ~~or "Disinfected."~~

(e) Disinfected tools shall not be placed in a container, pouch or holder that cannot be disinfected. **This includes any pockets, belts, or holsters made of leather or cloth and includes hairclips being placed on any leather or cloth item of personal clothing.**

~~(f) Shears shall be disinfected according to the following sequential procedures:~~

~~(1) Remove all visible debris.~~

~~(2) Clean with soap or detergent and water.~~

~~(3) Spray or wipe the shear with an EPA-registered disinfectant with demonstrated bactericidal, fungicidal, and virucidal activity, used according to manufacturer's instructions.~~

~~(g) Disinfected shears shall not be placed in a container, pouch or holder that cannot be disinfected.~~

~~(h)~~ **f** If tools specified in this section are sterilized in accordance with the requirements outlined in Section 982, the requirements of this section will be deemed to have been met.

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

**980. Disinfecting Electrical Tools**

(a) Clippers and other electrical tools shall be disinfected prior to each use in the following sequential manner:

(1) ~~First~~ **Remove** all visible debris.

(2) Disinfect with an EPA-registered disinfectant spray or wipe with demonstrated bactericidal, fungicidal, and virucidal activity used according to manufacturer's instructions.

~~(b) All disinfected electrical tools shall be stored in a clean place.~~

~~(c) All soiled electrical tools used on a client, or soiled in any manner, shall be placed in a container labeled "Soiled," "Dirty," or "Contaminated" (excluding hot styling tools).~~

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

#### **980.1. Procedures for Cleaning and Disinfecting Whirlpool Footspas, and Air-Jet Basins Foot Basins**

~~(a) As used in this section, "whirlpool foot spa" or "spa" is defined as any basin using circulating water. After use upon each client, each foot basin shall be cleaned and disinfected in the following sequential manner:~~

~~(1) All water shall be drained from the basin.~~

~~(2) Any removeable parts, such as, screens, jets, footplates, magnetic jets, shall be removed, scrubbed and cleaned individually with a clean brush, liquid soap (labeled as such on soap product), and water.~~

~~(3) The inside walls of the basin shall be scrubbed and cleaned with a clean brush, liquid soap (labeled as such on soap product), and water.~~

~~(4) Any clean removeable parts shall be reinserted.~~

~~(5) The basin shall be rinsed with water.~~

~~(6)(a) For foot basins of foot spa chairs, the basin shall be refilled with clean water and shall be circulated with the correct amount (read manufacturer label for mixing instructions) of the EPA-registered liquid disinfectant that is labeled as a bactericide, fungicide, and virucide through the basin for the contact time as stated by the manufacturer.~~

~~(6)(b) For foot basins that are stand-alone tubs (without plumbing or piping), the basin shall be refilled with clean water and the correct amount (read manufacturer label for mixing instructions) of the EPA-registered liquid disinfectant that is labeled as a bactericide, fungicide, and virucide; which shall be left in the basin for the contact time as stated by the manufacturer.~~

~~(7) The basin shall be drained, rinsed, and wiped dry with a new, clean paper towel.~~

~~(b) An air jet basin is defined as any basin using an air jet stream system to move water. After completion, the cleaning and disinfection procedure shall be logged in the pedicure equipment-cleaning log. The log shall contain the date and time of each cleaning and the initials of the person who completed the procedure.~~

~~(c) After use upon each client, each whirlpool foot spa or air jet basin shall be cleaned and disinfected in the following sequential manner: Single-use, disposable, recyclable liners designed specifically and manufactured for use as a foot basin liner shall be disposed of immediately after each use and may not be disinfected or reused. The basin shall then be cleaned and disinfected according to steps 1, 3, 5, and 7 above and logged according to section (b) above.~~

~~(1) All water shall be drained from the basin. Establishments or schools that utilize liners must maintain a supply of five liners per foot basin for use at all times.~~

~~(2) The inside walls of the basin shall be scrubbed and cleaned of all visible debris with a clean brush, liquid soap (labeled as such on soap product), and water. Liners must not be placed into the foot basin until a client is present.~~

~~(3) The spa basin shall be rinsed with water. Removeable magnetic jets shall be cleaned after every use according to the requirements of 979(a) and shall not be stored within the foot basin.~~

~~(4) The spa basin shall be refilled with clean water.~~

~~(5) The water in the basin shall be circulated with the correct amount (read manufacturer label for mixing instructions) of the EPA registered hospital liquid disinfectant that is labeled as a bactericide, fungicide, and virucide through the basin for at least 10 minutes.~~

~~(6) The spa basin must be drained, rinsed, and wiped dry with a new, clean paper towel.~~

~~(7) Record this procedure in the pedicure equipment cleaning log. The log shall contain the date and time of each cleaning, initials of the person who completed the procedure, and shall indicate that the cleaning was done after a client.~~

~~(d) At the end of each day and after the last client, each whirlpool foot spa or air jet basin shall be cleaned and disinfected in the following sequential manner:~~

~~(1) The screen and any other removable parts shall be removed.~~

~~(2) Scrub all visible debris from the screen, inside walls of the basin, any other removable parts, and the area behind them with a clean brush, liquid soap (labeled as such on soap product), and water.~~

~~(3) Reinsert the clean screen and any other removable parts.~~

~~(4) Fill the basin with warm water and detergent (labeled as such on detergent product) and circulate the detergent through the spa system for at least 10 minutes (follow the spa manufacturer's instructions).~~

~~(5) Drain the detergent solution and rinse the basin.~~

~~(6) Refill the basin with clean water and circulate the correct amount (read the label for mixing instructions) of the EPA registered hospital liquid disinfectant that the label claims is a bactericide, fungicide, and virucide through the basin for at least 10 minutes.~~

~~(7) Drain, rinse, and wipe the basin dry with a new, clean paper towel and allow basin to dry completely.~~

~~(8) Record this procedure in the pedicure equipment cleaning log. The log shall contain the date and time of each cleaning, initials of the person who completed the procedure, and shall indicate that the cleaning was done at the end of the day.~~

~~(e) At least once each week, after completing the procedures provided in subsection (d) (1 through 6), each whirlpool foot spa and air jet basin shall not be drained and the following sequential procedures shall be followed:~~

~~(1) Do not drain the disinfectant solution. The unit shall be turned off and the disinfecting solution shall be left undisturbed in the unit for at least 6 hours.~~

~~(2) After the disinfectant solution has been sitting at least 6 hours, drain and rinse the basin with clean water.~~

~~(3) Refill the basin with clean water and flush the system.~~

~~(4) Record this procedure in the pedicure equipment cleaning log. The log shall contain the date and time of each cleaning, initials of the person who completed the procedure, and shall indicate that the cleaning was done weekly.~~

~~(f) The pedicure equipment cleaning log shall be made available upon request by either a client or a board representative.~~

~~(g) A whirlpool foot spa "Not in Service" must have a notation on the pedicure equipment cleaning log that the foot spa is not in service. The foot spa must have a "Not in Service" sign displayed on the chair and be kept in a sanitary condition.~~

~~(h) A violation of this section may result in an administrative fine and/or disciplinary action. Each whirlpool foot spa or air jet basin not in compliance with this section may result in a separate violation.~~

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

**980.2. Procedures for Cleaning and Disinfecting Pipeless Foot spas**

(a) As used in this section, "pipeless" foot spa is defined as any unit with footplates, impellers, impeller assemblies, and propellers.

(b) After use upon each client, each pipeless foot spa shall be cleaned and disinfected in the following sequential manner:

(1) All water shall be drained from the spa basin.

(2) Remove footplate and any other removable components according to the manufacturer's instructions.

(3) Scrub all visible debris from the impeller, footplate, inside walls of the basin, and other components, and the areas behind or under each with a clean brush, liquid soap (labeled as such on soap product), and water. Rinse with clean water.

(4) Reinsert the properly cleaned footplate and other components.

(5) Refill the basin with clean water and circulate the correct amount (read the label for mixing instructions) of the EPA registered hospital liquid disinfectant that the label claims is a bactericide, fungicide, and virucide, through the basin for at least 10 minutes.

(6) Drain, rinse, and wipe the basin dry with a new, clean paper towel.

(7) Record this procedure in the pedicure equipment cleaning log. The log shall contain the date and time of each cleaning, initials of the person who completed the procedure, and shall indicate that the cleaning was done after a client.

(c) At the end of every day and after performing the procedures provided in subsection (b)(1 through 7) and after the last client, each pipeless foot spa shall be cleaned and disinfected in the following sequential manner:

(1) Fill the basin with warm water and detergent (labeled as such on detergent product) and circulate the detergent through the spa system for at least 10 minutes (follow manufacturer's instructions).

(2) Drain the detergent solution and rinse the basin.

(3) Refill the basin with clean water and circulate the correct amount (read the label for mixing instructions) of the EPA registered hospital liquid disinfectant that the label claims is a bactericide, fungicide, and virucide, through the basin for at least 10 minutes.

(4) Drain, rinse, and wipe the basin dry with a new, clean paper towel.

(5) Allow the basin to dry completely.

(6) Record this procedure in the pedicure equipment cleaning log. The log shall contain the date and time of each cleaning, initials of the person who completed the procedure, and shall indicate that the cleaning was done at the end of the day.

(d) At least once each week, after completing the procedures provided in subsection (c) (1 through 3), the disinfectant solution in each pipeless foot spa shall not be drained and the following sequential procedures shall be followed:

(1) The unit shall be turned off and the disinfecting solution shall be left in the unit undisturbed for at least 6 hours.

(2) After the disinfectant solution has been sitting at least 6 hours, rinse and wipe the basin dry with a new, clean paper towel.

(3) Record this procedure in the pedicure equipment cleaning log. The log shall contain the date and time of each cleaning, initials of the person who completed the procedure, and shall indicate that the cleaning was done weekly.

(e) The pedicure equipment cleaning log shall be made available upon request by either a client or a board representative.

(f) A whirlpool foot spa "Not in Service" must have a notation on the pedicure equipment cleaning log that the foot spa is not in service. The foot spa must have a "Not in Service" sign displayed on the chair and be kept in a sanitary condition.

(g) A violation of this section may result in an administrative fine and/or disciplinary action. Each pipeless foot spa not in compliance with this section may result in a separate violation.

*Note: Authority cited: Sections 7312 and 7406, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

### **980.3. Procedures for Cleaning and Disinfecting Non-Whirlpool Foot Basins or Tubs**

(a) As used in this section, "non-whirlpool foot basins" or "tubs" are defined as any basin, tub, footbath, sink, bowl, and all non-electrical equipment that holds water for a client's feet during a pedicure service.

(b) After use upon each client, each non-whirlpool foot basin or tub shall be cleaned and disinfected in the following sequential manner:

(1) All water shall be drained from the foot basin or tub.

(2) The inside surfaces of the foot basin or tub shall be scrubbed and cleaned of all visible debris with a clean brush, liquid soap (labeled as such on soap product), and water.

(3) The foot basin or tub shall be rinsed with clean water.

(4) Refill the foot basin or tub with clean water and the correct amount (read the label for mixing instructions) of the EPA-registered hospital liquid disinfectant that the label claims is a bactericide, fungicide, and virucide. Leave the disinfecting solution in the foot basin or tub for at least 10 minutes.

(5) Drain, rinse, and wipe the basin dry with a new, clean paper towel.

(6) Record this procedure in the pedicure equipment cleaning log. The log shall contain the date and time of each cleaning, initials of the person who completed the procedure, and shall indicate that the cleaning was done after a client.

(c) The pedicure equipment cleaning log shall be made available upon request by either a client or a board representative.

(d) A violation of this section may result in an administrative fine and/or disciplinary action. Each non-whirlpool foot basin or tub not in compliance with this section may result in a separate violation.

(e) All disinfected basins or tubs shall be stored in a clean, covered place labeled "Clean" or "Disinfected."

*Note: Authority cited: Sections 7312 and 7406, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

### **980.4. Disposable Foot Basin or Tub Liners**

(a) Single-use, disposable, recyclable liners designed specifically and manufactured for use as a foot basin or tub liner shall be disposed of immediately after each use and may not be disinfected or reused.

(1) After disposal of the pedicure basin liner the basin or tub shall be scrubbed and cleaned of all visible debris with a clean brush and liquid soap (labeled as such on soap product) and water. The foot basin or tub shall be rinsed with clean water and wiped dry with a new, clean paper towel.



~~(2) Record the cleaning procedure in the pedicure equipment cleaning log. The log shall contain the date and time of each cleaning, initials of the person who completed the procedure, and shall indicate that the cleaning was done after a client.~~

~~(3) The pedicure equipment cleaning log shall be made available upon request by either a client or a board representative.~~

~~(1) Establishments or schools that utilize the liners must maintain a supply of five liners per foot tub basin for use at all times.~~

*Note: Authority cited: Sections 7312 and 7406, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

### **981. Tools and Supplies**

(a) All tools and supplies that come into direct contact with a client and cannot be disinfected (including, but not limited to, buffers, pumice stones, **wooden wax** sticks, toe separators, gloves, cotton pads, sponges, **and** emery boards, and neck strips) are single-use and shall be disposed of in a waste container immediately after use on a single client.

~~(b) New supplies and single-use, disposable tools shall be stored in a clean, covered place labeled "New."~~

~~(c) No person working or training in an establishment or school shall be permitted to carry any tools or supplies in or on a garment or uniform (including pouches and holsters) while practicing any of the acts as defined in Section 7316 of the Business and Professions Code.~~

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

### **982. Sterilizing Electrolysis Tools**

(a) Before use upon a client in schools and establishments, all electrolysis tools that can be sterilized, excluding single-use, pre-sterilized, disposable needles/wire filaments, shall be sterilized by one of the following methods:

(1) Clean with soap or detergent and water (which may include the use of ultrasonic equipment) and then sterilized by one of the following methods:

(a) Autoclave, **approved by** ~~registered and listed with~~ the U.S. Food and Drug Administration (FDA), used according to manufacturer's instructions.

(b) Dry heat sterilizer, **approved by** ~~registered and listed with~~ the FDA, used according to manufacturer's instructions.

(c) Chemical (color change) indicators must be used on each sterilized package to indicate the sterilization process was completed.

(2) **Tools shall be packaged before sterilization.** All sterilized tools shall remain in the package they were sterilized in until ready for use. This package must be undamaged and labeled "Sterilized" or "Sterilization."

(3) All tools that have been used on a client or soiled in any manner shall be placed in a container labeled "Dirty," ~~"Soiled," or "Contaminated."~~

(4) Sterilization equipment shall be checked weekly to ensure that it is reaching the temperature required by manufacturer's instructions.

(b) Single-use, pre-sterilized, disposable electrolysis needles/wire filaments must be placed in a puncture-resistant sharps container immediately after use, when contaminated before use, or when opened and found damaged. The sharps container must be changed when not more than three-quarters filled and disposed of as biohazardous waste.

Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.

### 983. Personal Cleanliness **Hand Hygiene**

~~(a) The attire of a licensee or student serving a client shall at all times be clean.~~

(a) Every licensee or student performing services shall thoroughly wash his or her hands with soap and water or any equally effective alcohol-based hand-cleaning product immediately before serving each client.

Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.

### 984. Disease and Infestation

(a) No establishment or school shall knowingly permit a licensee or student afflicted with an infection or parasitic infestation capable of being transmitted to a client to serve clients or train in the establishment or school.

(b) No establishment or school shall knowingly require or permit a licensee or student to work on a client with an infection or parasitic infestation capable of being transmitted to the licensee or student.

(c) Infections or parasitic infestation capable of being transmitted between licensee or student and client include, but are not limited to, the following:

**Cold, influenza or other respiratory illness accompanied by a fever**, until 24 hours after resolution of the fever.

**Streptococcal pharyngitis ("strep throat")**, until 24 hours after treatment has been initiated, and 24 hours after resolution of fever.

**Purulent conjunctivitis ("pink eye")**, until examined by a physician or other licensed clinician and approved for return to work.

**Pertussis ("whooping cough")**, until five days of antibiotic therapy has been completed.

**Varicella ("chicken pox")**, until the sixth day after onset of rash or sooner if all lesions have dried and crusted.

**Mumps**, until nine days after onset of parotid gland swelling.

**Tuberculosis**, until a local health department authority states that the individual is noninfectious.

**Impetigo (bacterial skin infection)**, until 24 hours after treatment has begun.

**Pediculosis (head lice)**, until the morning after first treatment.

**Scabies ("crabs")**, until after treatment has been completed.

(d) Blood-borne diseases, such as HIV/AIDS and hepatitis B (HBV), shall not be considered infectious or communicable diseases for the purpose of this section.

(e) No person working or training in an establishment or school shall perform services upon a surface of the skin or scalp where such skin is inflamed or broken (e.g., abraded, cut), or where a skin infection or eruption is present **without wearing gloves**; nor shall a person working or training in an establishment or school perform services if the skin of his or her hands is inflamed or broken, or where a skin infection or eruption is present, without wearing gloves.

Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code; and Section 121365, Health and Safety Code.

### 985. Neck Strips

~~A sanitary neck strip or towel shall be used to keep the protective covering, such as client capes, from coming in direct contact with a client's neck.~~

Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.

**986. Neck Dusters and Brushes**

(a) Before use on a client, **all brushes, including but not limited to, natural fiber, facial, acrylic, nail art, tint, and** makeup brushes, neck or nail dusters and all other manicure brushes that are used in an establishment or school on a client shall be cleaned in the following sequential manner:

- (1) Remove all ~~visible~~ debris.
- (2) Clean with ~~soap or detergent and water~~ a cleansing agent such as EPA registered disinfectant spray, monomer, make-up brush liquid, spray cleaner, **or** alcohol.
- (3) Lay brushes on a towel to dry ~~dusters or brushes~~.
- (4) Store all ~~clean dusters or~~ brushes in a clean, covered place that is labeled "Clean."
- (5) All ~~dusters or~~ brushes used on a client or soiled in any manner shall be placed in a container labeled "Dirty," **"Soiled,"** or "Contaminated."

~~(b) Before use on a client, natural fiber, facial, acrylic, gel, nail art, and makeup brushes used in an establishment or school, on a client, shall be cleaned in the following sequential manner:~~

- ~~(1) Remove all visible debris.~~
- ~~(2) Clean by using a cleansing agent(s) such as monomer, makeup brush liquid/spray cleaner, alcohol.~~
- ~~(3) Dry brushes.~~
- ~~(4) Store all clean brushes in a clean, covered place that is labeled "Clean."~~
- ~~(5) All brushes used on a client or soiled in any manner shall be placed in a container labeled "Dirty," "Soiled," or "Contaminated."~~

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e) Business and Professions Code.*

**987. Towels **Linens****

(a) After a towel, sheet, robe, linen, or smock has been used once, it shall be deposited in a closed **vented** container made of non-porous material and not used until properly laundered and sanitized.

(b) Towels, sheets, robes, linens, and smocks shall be laundered either by regular commercial laundering or by a noncommercial laundering process which includes immersion in **hot** water ~~at least 160 degrees F for not less than 25 minutes during the washing or rinsing operation.~~ Alternately, it is acceptable if the commercial laundry opts to use chemicals and cold water to reduce organisms on laundry, provided the laundry follows manufacturers' instructions for washing machines, dryers, detergents, rinse aids, and other additives. The laundry detergents used are not required to have stated antimicrobial claims.

(c) All clean towels, sheets, robes, linens, and smocks shall be stored in clean, closed cabinets or a clean, closed container.

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

**988. Liquids, Creams, Powders, and Cosmetics**

(a) All liquids, creams, waxes, shampoos, gels, and other cosmetic preparations shall be kept in clean, closed containers. Powders may be kept in clean shakers.

(b) All bottles and containers shall be distinctly and correctly labeled to disclose their contents. All bottles and containers containing poisonous substances shall be additionally and distinctly marked as such. Poisonous

substances that are maintained in the manufacturer-labeled container are not required to have additional labeling.

(c) When only a portion of a cosmetic preparation is to be used on a client, it shall be removed from the bottle or container in such a way as not to contaminate the remaining portion.

(1) This provision does not apply to cosmetic preparations that have been demonstrated to be unlikely to transmit pathogens (e.g., nail polish, artificial nail monomer liquids).

(d) Pencil cosmetics shall be sharpened before each use **and pencil sharpeners shall be cleaned and disinfected after each use.**

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

**989. Prohibited Hazardous Substances/Use of Products, Equipment, Tools and Services**

(a) No establishment, school **or licensee** shall **have on the premises or use:**

**(1 a) Have on the premises** Cosmetic products containing hazardous substances banned by the FDA for use in cosmetic products.

**(2 b) Have on the premises** Methyl methacrylate monomer and/or methylene chloride.

~~(c) Use a product in a manner that is disapproved by the FDA, Occupational Safety and Health Administration, or EPA.~~

**(3) Credo blades, rasps or any other tool intended to mechanically cut or remove calluses.**

**(4) Ultra-violet sterilizer cabinets.**

**(5) Sterilization pouches intended to hold tools (unless used with an autoclave or dry heat sterilizer).**

**(6) Needle-like tools used for the purpose of extracting skin blemishes and other similar procedures.**

**(7) Wax roller applicators that cannot be disinfected.**

**(8) Neck or nail dusters.**

**(9) Glue or adhesive around the eye area unless specifically manufactured for use around eyes.**

**(b) No licensee shall provide:**

**(a) Nose or ear hair removal services.**

**(b) Any type of injection.**

**(c) Ingrown toenail removal services.**

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

**990. Headrests, Shampoo Trays and Bowls, and Treatment Tables**

(a) The headrest of chairs shall be covered with a clean towel or paper sheet for each client.

(b) Shampoo trays and bowls must be cleansed with soap and water or other detergent after each shampoo, kept in good repair, and in a **clean sanitary** condition at all times.

(c) Treatment tables must be covered with either clean treatment table paper, a clean towel, or a clean sheet after each use. After a towel or sheet has been used once, it shall immediately be removed from the

treatment table and be deposited in a closed container and not used again until it has been properly laundered and sanitized. Treatment table paper shall be immediately disposed of after a single use.

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

### **991. Invasive Procedures**

(a) No licensee or student may use a product, device, machine, or other technique or combination of the same, which results in the removal, destruction, incision, or piercing of a client's skin beyond the epidermis. Any such act shall be considered an invasive procedure.

(b) Invasive procedures include, but are not limited to, the following:

- (1) Application of electricity that visibly contracts the muscle.
- (2) Application of topical lotions, creams, serums, or other substances that require a **physician's prescription** or medical license to purchase.
- (3) Penetration of the skin by metal needles, except electrolysis needles/wire filaments.
- (4) Abrasion and/or exfoliation of the skin below the epidermal layers.
- (5) Removal of skin by means of a razor-edged tool or similar device.

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Sections 7312(e), 7316, 7320, 7320.1, Business and Professions Code.*

### **992. Skin Exfoliation**

(a) Only the upper layer of the skin, known as the epidermis, may by any method or means be removed, and then only for the purpose of improving the appearance of the skin.

(b) Skin removal techniques and practices that result in destruction of living tissue beyond the epidermal layer of the skin is prohibited.

(c) Only ~~over-the-counter~~ products that **do not require a physician's prescription or medical license to purchase** ~~are not sold for physician's use only~~ may be used for the purpose of skin exfoliation.

(d) All skin exfoliation products must be applied using the manufacturer's instructions ~~for consumer health and safety.~~

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Sections 7312(e), 7316, and 7320, Business and Professions Code.*

### **993. Prohibited Tools**

~~(a) No establishment or school shall have on the premises or use any razor-edged tool for the purpose of removing calluses or other similar procedures.~~

~~(b) No establishment or school shall have on the premises or use any needle-like tool used for the purpose of extracting skin blemishes and other similar procedures.~~

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Sections 7312(e), 7320, and 7320.1, Business and Professions Code.*

### **994. Cleanliness and Repair**

(a) Establishments and schools shall keep the floors, walls, woodwork, ceilings, furniture, furnishing, and fixtures clean and in good repair.

(b) No establishment or school shall permit an accumulation of waste, hair clippings, or refuse.

*Note: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7312(e), Business and Professions Code.*

**995. Building Standards**

(a) Establishments and schools shall have a system of adequate ventilation in accordance with Part 2, Section 1203, Title 24, California Code of Regulations.

(b) A supply of hot and cold running water shall be provided in accordance with Part 5, Section 601.3.1, Title 24, California Code of Regulations.

(c) Establishments and schools shall supply potable drinking water in accordance with Part 5, Section 601.3.3, Title 24, California Code of Regulations.

(d) Establishments and schools shall provide hand washing facilities in accordance with Part 5, Section 601.3.2, Title 24, California Code of Regulations.

(e) Establishments and schools shall provide public toilet rooms in accordance with Part 5, Sections 422.6, 422.7, and Table No. 422.1, Title 24, California Code of Regulations.



# COVID-19 INDUSTRY GUIDANCE: Hair Salons and Barbershops

**October 20, 2020**

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*This guidance is designed to address sectors and activities opening statewide. However, local health officers may implement more stringent rules tailored to local epidemiological conditions, so employers should also confirm relevant local opening policies.*



## OVERVIEW

On March 19, 2020, the State Public Health Officer and Director of the California Department of Public Health issued an order requiring most Californians to stay at home to disrupt the spread of COVID-19 among the population.

The impact of COVID-19 on the health of Californians is not yet fully known. Reported illness ranges from very mild (some people have no symptoms) to severe illness that may result in death. Certain groups, including people aged 65 or older and those with serious underlying medical conditions, such as heart or lung disease or diabetes, are at higher risk of hospitalization and serious complications. Transmission is most likely when people are in close contact or in a poorly ventilated area with an infected person, even if that person does not have any symptoms or has not yet developed symptoms.

Precise information about the number and rates of COVID-19 by industry or occupational groups, including among critical infrastructure workers, is not available at this time. There have been multiple outbreaks in a range of workplaces, indicating that workers are at risk of acquiring or transmitting COVID-19 infection. Examples of these workplaces include hospitals, long-term care facilities, prisons, food production, warehouses, meat processing plants, restaurants, and grocery stores.

As stay-at-home orders are modified, it is essential that all possible steps be taken to ensure the safety of workers and the public.

Key prevention practices include:

- ✓ physical distancing to the maximum extent possible,
- ✓ use of face coverings by workers (where respiratory protection is not required) and customers/clients,
- ✓ frequent handwashing and regular cleaning and disinfection,
- ✓ training workers on these and other elements of the COVID-19 prevention plan.

In addition, it will be critical to have in place appropriate processes to identify new cases of illness in workplaces and, when they are identified, to intervene quickly and work with public health authorities to halt the spread of the virus.



## PURPOSE

This document provides guidance for hair salons and barbershops to support a safe, clean environment for workers and customers. Hair salons and barbershops are open for operations across all tiers but must follow this guidance.

Hair salon or barbershop owners or operators must acknowledge that lessees should only resume operations when they are ready and able to implement the necessary safety measures to provide for their safety and that of their customers. For the most updated information on county tier status, visit [Blueprint for a Safer Economy](#). Please note that local health departments can have more restrictive criteria and different closures. Find [your county's local information](#).

The guidance is not intended to revoke or repeal any worker rights, either statutory, regulatory or collectively bargained and is not exhaustive, as it does not include county health orders, nor is it a substitute for any existing safety and health-related regulatory requirements such as those of Cal/OSHA or the California Board of Barbering and Cosmetology.<sup>1</sup> Stay current on changes to public health guidance and state/local orders, as the COVID-19 situation continues. Cal/OSHA has more comprehensive guidance on their [Cal/OSHA General Guidelines on Protecting Workers from COVID-19 webpage](#). CDC has additional requirements in their [guidance](#) for businesses and employers.

## Required Use of Face Coverings

On June 18, CDPH issued [Guidance on the Use of Face Coverings](#), which broadly requires the use of face coverings for both members of the public and workers in all public and workplace settings where there is a high risk of exposure. Complete details, including all requirements and exemptions to these rules, can be found in the [guidance](#).

The [CDPH Face Covering Guidance](#) is subject to additional updates based on the current scientific understanding of transmission of the virus causing COVID-19. Please check the CDPH website for any revisions.



## Workplace Specific Plan

- Establish a written, workplace-specific COVID-19 prevention plan at every location, perform a comprehensive risk assessment of all work areas and work tasks, and designate a person at each facility to implement the plan.
- Incorporate the [CDPH Face Covering Guidance](#) into the Workplace Specific Plan and include a policy for handling exemptions.
- Identify contact information for the local health department where the facility is located for communicating information about COVID-19 outbreaks among workers or customers.
- Train and communicate with workers and worker representatives on the plan and make the plan available to workers and their representatives.
- Regularly evaluate the facility for compliance with the plan and document and correct deficiencies identified.
- Investigate any COVID-19 illness and determine if any work-related factors could have contributed to risk of infection. Update the plan as needed to prevent further cases.
- Implement the necessary processes and protocols when a workplace has an outbreak, in accordance with [CDPH guidelines](#) and orders or guidance from the local health department.
- Identify close contacts (within six feet for 15 minutes or more) of an infected worker and take steps to isolate COVID-19 positive worker(s) and close contacts.
- Notify all employees in writing, and employers of subcontracted employees, who may have been exposed to COVID-19 and report workplace outbreaks to the local health department. For additional information on employer responsibilities under [AB 685](#) (Chapter 84, Statutes of 2020), refer to the [Enhanced Enforcement and Employer Reporting Requirements](#) from Cal/OSHA and the [Employer Questions about AB 685](#) from CDPH.
- Adhere to the guidelines below. Failure to do so could result in workplace illnesses that may cause operations to be temporarily closed or limited.



## Topics for Worker Training

- Information on [COVID-19](#), how to prevent it from spreading, and which [people are at higher risk](#) for severe illness or death.
- Self-screening at home, including temperature and/or symptom checks

using [CDC Guidelines](#).

- The importance of not coming to work:
  - If a worker has symptoms of COVID-19 as [described by the CDC](#), such as a fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea, vomiting, or diarrhea, OR
  - If a worker was diagnosed with COVID-19 and has not yet been released from isolation, OR
  - If, within the past 14 days, a worker has had contact with someone who has been diagnosed with COVID-19 and is considered potentially infectious (i.e. still on isolation).
- To return to work after a worker receives a COVID-19 diagnosis only after meeting [CDPH Guidance on Returning to Work or School Following COVID-19 Diagnosis](#).
- To seek medical attention if their symptoms become severe, including persistent pain or pressure in the chest, confusion, or bluish lips or face. Updates and further details are available on [CDC's webpage](#).
- The importance of frequent handwashing with soap and water, including scrubbing with soap for 20 seconds (or using hand sanitizer with at least 60% ethanol (preferred) or 70% isopropanol (if the product is inaccessible to unsupervised children) when workers cannot get to a sink or handwashing station, per [CDC guidelines](#)). Never use hand sanitizers with [methanol](#) due to its high toxicity to both children and adults.
- The importance of physical distancing, both at work and off work time (see Physical Distancing section below).
- Proper use of face coverings, including:
  - Face coverings are not personal protective equipment (PPE).
  - Face coverings do not replace the need for physical distancing and frequent handwashing.
  - Face coverings must cover the nose and mouth.
  - Workers should wash or sanitize hands before and after using or adjusting face coverings.
  - Avoid touching the eyes, nose, and mouth.
  - Face coverings must not be shared and should be washed or discarded after each shift.

- Information contained in the [CDPH Guidance for the Use of Face Coverings](#), which mandates the circumstances in which face coverings must be worn and the exemptions, as well as any policies, work rules, and practices the employer has adopted to ensure the use of face coverings. Training should also include the employer's policies on how people who are exempted from wearing a face covering will be handled.
- Ensure independent contractors, temporary, or contract workers are also properly trained in COVID-19 prevention policies and have necessary supplies and PPE. Discuss these responsibilities ahead of time with organizations supplying temporary and/or contract workers.
- Information on paid leave benefits the worker may be entitled to receive that would make it financially easier to stay at home. See additional information on [government programs supporting sick leave and workers' compensation for COVID-19](#), including workers' sick leave rights under the [Families First Coronavirus Response Act](#).



## Individual Control Measures and Screening

- Provide temperature and/or symptom screenings for all workers at the beginning of their shift and any vendors, contractors, or other workers entering the establishment. Make sure the temperature/symptom screener avoids close contact with workers to the extent possible.
- If requiring self-screening at home, which is an appropriate alternative to providing it at the establishment, ensure that screening was performed prior to the worker leaving the home for their shift and follows [CDC guidelines](#), as described in the Topics for Worker Training section above.
- Encourage workers and customers who are sick or exhibiting symptoms of COVID-19 to stay home.
- Hair salon or barbershop operators must provide and ensure workers use all required protective equipment, including eye protection, face shields, and protective gloves when necessary.
- Hair salon or barbershop operators should consider where disposable glove use may be helpful to supplement frequent handwashing or use of hand sanitizer; examples are for workers who are screening others for symptoms or handling commonly touched items.
- Disposable gloves should be worn for services that require them (e.g. chemical hair services). Wearing gloves should be done in conjunction with regular hand washing and is not a substitute for regular hand washing.
- Workers should consider using glasses, goggles, or face shields in addition to face coverings during the provision of services, particularly during face to face encounters.

- Contact customers before visits to confirm appointments and ask if they or someone in their household is exhibiting any COVID-19 symptoms. If the customer answers in the affirmative reschedule the appointment. Request customers to bring and use face coverings during the visit. If appropriate for the service, consider asking customers to come to the salon with their hair freshly cleaned in order to minimize time for the appointment. Customers should be asked not to bring children or others with them to the appointment.
- Remind guests in advance to bring a face covering, otherwise they should not be allowed to enter the premises (unless exempted per the [CDPH Face Covering Guidance](#)). Consider making face coverings available for guests who may arrive without them.
- Customers should be screened upon arrival. Be prepared to cancel or reschedule customers who indicate they have any signs of illness. Operators have the right to cancel reservations for individuals/parties with symptomatic guests and refuse entry.
- Display a set of guidelines for customers that are to be a condition of entry. The guidelines must include instructions to wear face coverings, use hand sanitizer, maintain physical distance from other customers, and they should communicate changes to service offerings. The guidelines should be posted in clearly visible locations, including at entrances, include pictograms, and be made available digitally (e.g. through email).



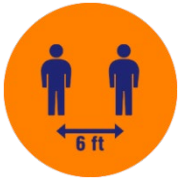
## Ventilation, Cleaning, and Disinfecting Protocols

- Where possible, install portable high-efficiency air cleaners, upgrade the building's air filters to the highest efficiency possible, and make other modifications to increase the quantity of outside air and ventilation in all working areas and other indoor spaces.
- Check the [CDPH website](#) periodically for updates on indoor air quality and ventilation guidance for airborne diseases in indoor settings.
- Coordinate with coworkers, fellow tenants, booth renters and/or workers and put a plan in place for cleaning at the beginning and end of each shift and in between customers. Perform thorough cleaning in high traffic areas, such as reception areas, and areas of ingress and egress including stairways, stairwells, and handrails.
- Frequently disinfect commonly used surfaces including credit card terminals, counters, reception area seating, door handles, light switches, phones, toilets, and handwashing facilities.

- Encourage the use of credit cards and contactless payment systems. If electronic or card payment is not possible, customers should come with exact cash payment or check.
- Consider upgrading to touchless faucets, soap and paper towel dispensers, and adding touchless, automatic hand sanitizer dispensers. Remove any unnecessary products that do not belong in the restroom, e.g. candles or beauty supplies, and ensure soap dispensers and paper towel dispensers are regularly filled.
- To minimize the risk of [Legionnaires' disease](#) and other diseases associated with water, take steps to ensure that all water systems are safe to use after a prolonged facility shutdown.
- Equip reception areas and workstations with proper sanitation products, including hand sanitizer and sanitizing wipes.
- Thoroughly clean any product display areas, including all shelving and display cases. Remove and discard any open "test" products and discontinue this practice to help reduce contamination. Add signage to this area to let customers know it is cleaned and disinfected daily.
- Workstations must be routinely and frequently cleaned, including between each customer appointment. Thoroughly clean and disinfect the station counters, rolling carts, drawers, hand mirrors, hair care and other products, and containers and provide a new smock or cape for each customer.
- Clean and disinfect shears by removing all visible debris, clean with soap and water, and wipe or spray with an EPA-registered disinfectant that demonstrates bactericidal, fungicidal, and virucidal activity and is approved for COVID-19.
- Clean and disinfect all non-electrical tools by removing all visible debris, cleaning with soap and water, drying the tools, and then completely immersing them in an EPA registered disinfectant. Tools should be sprayed or submerged and left to set for the full amount of time required by the disinfectant's manufacturer. Immersed items, like combs or brushes, should be removed at the end of contact time, rinsed, and dried with a paper towel or clean, freshly laundered towel.
- Clean all electrical tools, such as clippers, by removing all visible debris and disinfecting with an EPA-registered disinfectant spray or wipe that demonstrates bactericidal, fungicidal, and virucidal activity and is approved for COVID-19.
- Clean and disinfect all handles, hoses, spray nozzles, and other equipment before and after use on a customer. Chairs, headrests, shampoo bowls, and other items should also be thoroughly cleaned and sanitized between each use.

- Where appropriate, consider adding a paper cover, sheet, or clean towel that can be easily disposed of or cleaned for use between customers.
- All single use items, such as disposable wax collars, cotton, neck strips, and applicators, must be used once and immediately thrown away. Product samples, including make-up, must not be used at any time.
- All dirty linens, including towels, smocks, and reusable capes, should be placed in a closed container and not used again until properly laundered either by a commercial laundering service or a laundering process which includes immersion in water of at least 160 degrees Fahrenheit for at least 25 minutes. Store all clean linens in a clean, covered place. Ensure workers who handle dirty linens or laundry wear gloves.
- Where possible, do not clean floors by sweeping or other methods that can disperse pathogens into the air unless all persons in the area have appropriate PPE. Use a vacuum with a HEPA filter wherever possible.
- Provide time for workers to implement cleaning practices during their shift. Cleaning assignments should be assigned during working hours as part of the worker's job duties.
- When choosing disinfecting chemicals, use products approved for use against COVID-19 on the [Environmental Protection Agency \(EPA\)-approved](#) list and follow product instructions. Use disinfectants labeled to be effective against emerging viral pathogens, diluted household bleach solutions (5 tablespoons per gallon of water), or alcohol solutions with at least 70% alcohol that are appropriate for the surface. Provide workers training on the chemical hazards, manufacturer's directions, ventilation requirements, and Cal/OSHA requirements for safe use. Workers using cleaners or disinfectants must wear gloves and other protective equipment as required by the product. Follow the [asthma-safer cleaning methods](#) recommended by the California Department of Public Health and ensure proper ventilation.
- Hair salon or barbershop workers should avoid sharing phones, tablets, laptops, desks, pens, other work supplies, wherever possible. Never share PPE.
- In addition to the above cleaning and disinfecting protocols, hair salons, barbershops, and other cosmetology businesses must follow the existing [California Board of Barbering and Cosmetology rules](#).





## Physical Distancing Guidelines

- **WARNING:** physical distancing alone is insufficient to prevent transmission of COVID-19.
- Implement measures to ensure physical distancing of at least six feet between and among workers and customers, except when providing haircutting and other close contact services. This can include use of physical partitions or visual cues (e.g., floor markings, colored tape, or signs to indicate to where workers and/or customers should stand).
- Take measures at reception desks or other areas where physical distancing cannot be maintained to minimize exposure between workers and customers, such as Plexiglas or other barriers.
- Consider offering workers who request modified duties options that minimize their contact with customers and other workers (e.g., managing inventory or managing administrative needs through telework).
- Stagger appointments to reduce reception congestion and ensure adequate time for proper cleaning and sanitation between each customer visit. Consider servicing fewer customers each day or expanding operating hours to allow for more time between customers. Suspend walk-in appointment availability.
- If possible, implement virtual check-in technology to ensure that workers are notified when a customer arrives. Ask customers to wait outside or in their cars rather than congregating in the salon or barbershop. In larger locations, reception areas should only have one customer at a time or modify the area for adequate physical distancing, including removing chairs and sofas.
- Wherever possible, doors should be left open if they do not open and close automatically.
- Require workers to avoid handshakes, hugs, and similar greetings or other behaviors that break physical distance.
- Discourage workers from congregating in high traffic areas, such as bathrooms, hallways, or credit card terminals.
- Ensure workers can maintain physical distance in breakrooms, using barriers, increasing distance between tables/chairs to separate workers, etc. Where possible, create outdoor break areas with shade coverings and seating arrangements that ensures physical distancing. Discourage workers from congregating during breaks and ensure they are not eating or drinking without face coverings within six feet of each other.
- Adjust any staff meetings to ensure physical distancing. Hold meetings over the phone or via webinar for workers wherever possible.



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<sup>1</sup> Additional requirements must be considered for vulnerable populations. Hair salons and barbershops must comply with all [Cal/OSHA](#) standards and be prepared to adhere to its guidance as well as guidance from the [Centers for Disease Control and Prevention \(CDC\)](#) and the [California Department of Public Health \(CDPH\)](#). Additionally, employers should be prepared to alter their operations as those guidelines change.





# COVID-19 INDUSTRY GUIDANCE: Expanded Personal Care Services

**October 20, 2020**

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*This guidance is designed to address sectors and activities opening statewide. However, local health officers may implement more stringent rules tailored to local epidemiological conditions, so employers should also confirm relevant local opening policies.*



# OVERVIEW

On March 19, 2020, the State Public Health Officer and Director of the California Department of Public Health issued an order requiring most Californians to stay at home to disrupt the spread of COVID-19 among the population.

The impact of COVID-19 on the health of Californians is not yet fully known. Reported illness ranges from very mild (some people have no symptoms) to severe illness that may result in death. Certain groups, including people aged 65 or older and those with serious underlying medical conditions, such as heart or lung disease or diabetes, are at higher risk of hospitalization and serious complications. Transmission is most likely when people are in close contact or in a poorly ventilated area with an infected person, even if that person does not have any symptoms or has not yet developed symptoms.

Precise information about the number and rates of COVID-19 by industry or occupational groups, including among critical infrastructure workers, is not available at this time. There have been multiple outbreaks in a range of workplaces, indicating that workers are at risk of acquiring or transmitting COVID-19 infection. Examples of these workplaces include hospitals, long-term care facilities, prisons, food production, warehouses, meat processing plants, restaurants, and grocery stores.

As stay-at-home orders are modified, it is essential that all possible steps be taken to ensure the safety of workers and the public.

Key prevention practices include:

- ✓ physical distancing to the maximum extent possible,
- ✓ use of face coverings by workers (where respiratory protection is not required) and customers/clients,
- ✓ frequent handwashing and regular cleaning and disinfection,
- ✓ training workers on these and other elements of the COVID-19 prevention plan.

In addition, it will be critical to have in place appropriate processes to identify new cases of illness in workplaces and, when they are identified, to intervene quickly and work with public health authorities to halt the spread of the virus.

## PURPOSE

This document provides guidance for expanded personal care services, which includes personal care that requires touching a client's face, e.g. facials, electrolysis, and waxing. This guidance applies to esthetic, skin care, electrology, nail services, body art professionals, tattoo parlors, and piercing shops, and massage therapy (in non-healthcare settings). Businesses in these industries are open across all tiers but must follow the modifications in this guidance.

For the most updated information on county tier status, visit [Blueprint for a Safer Economy](#). Please note that local health departments can have more restrictive criteria and different closures. Find [your county's local information](#).

This guidance is intended to support a safe, clean environment for workers and customers. Establishment license holders must acknowledge that renters or lessees should only resume operations when they are ready and able to implement the necessary safety measures to provide for their safety and that of their customers.

The guidance is not intended to revoke or repeal any worker rights, either statutory, regulatory, or collectively bargained and is not exhaustive, as it does not include county health orders, nor is it a substitute for any existing safety and health-related regulatory requirements such as those of Cal/OSHA or the California Board of Barbering and Cosmetology.<sup>1</sup> Stay current on changes to public health guidance and state/local orders, as the COVID-19 situation continues. Cal/OSHA has more comprehensive guidance on their [Cal/OSHA General Guidelines on Protecting Workers from COVID-19 webpage](#). CDC has additional requirements in their [guidance](#) for businesses and employers.

## Required Use of Face Coverings

On June 18, CDPH issued [Guidance on the Use of Face Coverings](#), which broadly requires the use of face coverings for both members of the public and workers in all public and workplace settings where there is a high risk of exposure. Complete details, including all requirements and exemptions to these rules, can be found in the [guidance](#).

The [CDPH Face Covering Guidance](#) is subject to additional updates based on the current scientific understanding of transmission of the virus causing COVID-19. Please check the CDPH website for any revisions.



## Workplace Specific Plan

- Establish a written, workplace-specific COVID-19 prevention plan at every location, perform a comprehensive risk assessment of all work areas and work tasks and designate a person at each facility to implement the plan.
- Incorporate the [CDPH Face Covering Guidance](#) into the Workplace Specific Plan and include a policy for handling exemptions.
- Identify contact information for the local health department where the facility is located for communicating information about COVID-19 outbreaks among workers or customers.
- Train and communicate with workers and worker representatives on the plan and make the plan available to workers and their representatives.
- Regularly evaluate the workplace for compliance with the plan and document and correct deficiencies identified.
- Investigate any COVID-19 illness and determine if any work-related factors could have contributed to risk of infection. Update the plan as needed to prevent further cases.
- Implement the necessary processes and protocols when a workplace has an outbreak, in accordance with [CDPH guidelines](#) and orders or guidance from the local health department.
- Identify close contacts (within six feet for 15 minutes or more) of an infected worker and take steps to isolate COVID-19 positive worker(s) and close contacts.
- Notify all employees in writing, and employers of subcontracted employees, who may have been exposed to COVID-19 and report workplace outbreaks to the local health department. For additional information on employer responsibilities under [AB 685](#) (Chapter 84, Statutes of 2020), refer to the [Enhanced Enforcement and Employer Reporting Requirements](#) from Cal/OSHA and the [Employer Questions about AB 685](#) from CDPH.
- Adhere to the guidelines below. Failure to do so could result in workplace illnesses that may cause operations to be temporarily closed or limited.



## Topics for Worker Training

- Information on [COVID-19](#), how to prevent it from spreading, and [people who are at higher risk](#) for severe illness or death.
- Self-screening at home, including temperature and/or symptom checks using [CDC guidelines](#).

- The importance of not coming to work:
  - If a worker has symptoms of COVID-19 as [described by the CDC](#), such as a fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea, vomiting, or diarrhea, OR
  - If a worker was diagnosed with COVID-19 and has not yet been released from isolation, OR
  - If, within the past 14 days, a worker has had contact with someone who has been diagnosed with COVID-19 and is considered potentially infectious (i.e. still on isolation).
- To return to work after a worker receives a COVID-19 diagnosis only after meeting [CDPH Guidance on Returning to Work or School Following COVID-19 Diagnosis](#).
- To seek medical attention if their symptoms become severe, including persistent pain or pressure in the chest, confusion, or bluish lips or face. Updates and further details are available on [CDC's webpage](#).
- The importance of frequent handwashing with soap and water, including scrubbing with soap for 20 seconds (or using hand sanitizer with at least 60% ethanol (preferred) or 70% isopropanol (if the product is inaccessible to unsupervised children) when workers cannot get to a sink or handwashing station, per [CDC guidelines](#)). Never use hand sanitizers with [methanol](#) due to its high toxicity to both children and adults.
- The importance of physical distancing, both at work and off work time (see Physical Distancing section below).
- Proper use of face coverings, including:
  - Face coverings are not personal protective equipment (PPE).
  - Face coverings do not replace the need for physical distancing and frequent handwashing.
  - Face coverings must cover the nose and mouth.
  - Workers should wash or sanitize hands before and after using or adjusting face coverings.
  - Avoid touching eyes, nose, and mouth.
  - Face coverings must not be shared and should be washed or discarded after each shift.
- Information contained in the [CDPH Guidance for the Use of Face Coverings](#), which mandates the circumstances in which face coverings must be worn and the exemptions, as well as any policies, work rules, and

practices the employer has adopted to ensure the use of face coverings. Training should also include the employer's policies on how people who are exempted from wearing a face covering will be handled.

- Ensure any independent contractors, temporary, or contract workers at the facility are also properly trained in COVID-19 prevention policies and have necessary supplies and PPE. Discuss these responsibilities ahead of time with organizations supplying temporary and/or contract workers.
- Information on paid leave benefits the worker may be entitled to receive that would make it financially easier to stay at home. See additional information on [government programs supporting sick leave and workers' compensation for COVID-19](#), including workers' sick leave rights under the [Families First Coronavirus Response Act](#).



## Individual Control Measures and Screening

- Provide temperature and/or symptom screenings for all workers at the beginning of their shift and any vendors or contractors entering the establishment. Make sure the temperature/symptom screener avoids close contact with workers to the extent possible.
- If requiring self-screening at home, which is an appropriate alternative to providing it at the establishment, ensure that screening was performed prior to the worker leaving the home for their shift and follows [CDC guidelines](#), as described in the Topics for Worker Training section above.
- Encourage workers and customers who are sick or exhibiting symptoms of COVID-19 to stay home.
- Employers must provide and ensure workers use all required protective equipment, including eye protection, gloves, and face shields where necessary.
- Employers should consider where disposable glove use may be helpful to supplement frequent handwashing or use of hand sanitizer; examples are for workers who are screening others for symptoms or handling commonly touched items. Workers should wear gloves when handling items contaminated by body fluids.
- Disposable gloves should be worn for services that require them. Wearing gloves should be done in conjunction with regular hand washing and is not a substitute for regular hand washing.
- Workers who consistently must be within six feet of customers or co-workers must wear a secondary barrier (e.g., face shield or safety goggles) in addition to a face covering. All employees should minimize the amount of time spent within six feet of customers.

- Contact customers before visits to confirm appointments and ask if they or someone in their household is exhibiting any COVID-19 symptoms. If the customer answers in the affirmative, reschedule the appointment. Such communication can be done via phone, app, email, or text to remind customers that they should only come to the facility for their appointment if they do not pose a health risk to other customers or workers. In order to implement pre-screening protocols and ensure physical distancing protocols, consider suspending walk-in appointment availability.
- Tell customers that no additional friends or family will be permitted in the facility, except for a parent or guardian accompanying a minor.
- Customers should be screened for temperature and/or symptoms upon arrival, asked to use hand sanitizer, and to wear a face covering unless exempted per the [CDPH Face Covering Guidance](#). Employers have the right to refuse entry to symptomatic customers or visitors.
- Display a set of guidelines for customers that are to be a condition of entry. The guidelines must include instructions to wear face coverings, use hand sanitizer, maintain physical distance from other customers, and they should communicate changes to service offerings. The guidelines should be posted in clearly visible locations, including at entrances, include pictograms, and be made available digitally (e.g. through email).



## Ventilation, Cleaning, and Disinfecting Protocols

- Consider opening treatment room windows, if feasible and within security protocols.
- Where possible, install portable high-efficiency air cleaners, upgrade the building's air filters to the highest efficiency possible, and make other modifications to increase the quantity of outside air and ventilation in all working areas.
- Check the [CDPH website](#) periodically for updates on indoor air quality and ventilation guidance for airborne diseases in indoor settings.
- Ensure that coworkers, fellow tenants, booth renters, and/or staff have coordinated and put a plan in place for cleaning and disinfection at the beginning and end of each shift and in between customers. Perform thorough cleaning in high traffic areas, such as reception areas, and areas of ingress and egress including stairways, stairwells, and handrails.
- Frequently disinfect commonly used surfaces including credit card terminals, counters, reception area seating, door handles, light switches, phones, toilets, and handwashing facilities.
- Evaluate existing ventilation, hygiene, and sanitation protocols and



cleaning processes and update where necessary. Use hospital grade, [Environmental Protection Agency \(EPA\)-approved products](#) to clean and disinfect anything the client came in contact with, including treatment tables, face cradles, stools, bolsters, door knobs, side tables, chairs, etc. Follow the product manufacturer's recommendations for contact time. Use disinfectants labeled to be effective against emerging viral pathogens, diluted household bleach solutions (5 tablespoons per gallon of water), or alcohol solutions with at least 70% alcohol that are appropriate for the surface. Provide workers training on the chemical hazards, manufacturer's directions for use, ventilation requirements, and Cal/OSHA requirements for safe use. Workers using cleaners or disinfectants should wear gloves and other protective equipment as required by the product. Follow the [asthma-safer cleaning methods](#) recommended by the California Department of Public Health and ensure proper ventilation.

- Since porous surfaces such as chair seats cannot be easily disinfected, consider covering with a plastic or disposable liner and cleaning or disposing of the liner after each customer.
- All appliances at work stations and in treatment rooms should be properly disinfected between each customer.
  - For non-porous implements, such as tweezers or scissors, clean the item with hot, soapy water to remove any physical debris. Rinse and dry the implement completely. Follow by immersing the implement in an EPA-registered liquid disinfectant that is labeled as a bactericide, fungicide, and virucide for the full contact time as stated by the manufacturer's directions. Items should be removed at the end of contact time, rinsed, and dried with a clean paper towel.
  - For electrical implements such as magnifying LED lamps, hot towel warmers, and esthetic devices, clean the implement with a spray or wipe to remove any physical debris. Follow with an EPA-registered disinfectant spray or wipe for the full contact time as noted by the manufacturer's directions. Use caution when using a spray and be sure your device is unplugged and do not spray into the motor. For electronics such as tablets, touch screens, keyboards, remote controls, and ATM machines, remove visible contamination if present. Follow the manufacturer's instructions for all cleaning and disinfection products. Consider use of wipeable covers for electronics. If no manufacturer guidance is available, consider the use of alcohol-based wipes or sprays containing at least 60% alcohol to disinfect touch screens. Dry surfaces thoroughly to avoid pooling of liquids.
- To minimize the risk of [Legionnaires' disease](#) and other diseases associated with water, [take steps](#) to ensure that all water systems (e.g., drinking fountains) are safe to use after a prolonged facility shutdown.

- Where linens are used, even if the customer does not get under them, the linens should still be removed and the bed or table properly disinfected. Treatment tables must be covered with either clean treatment table paper, a clean towel, or a clean sheet after each use.
- Workers should wear disposable gloves when removing used linens, towels, and other draping, including blankets and client draping for each treatment. Do not shake the dirty laundry. Place used linens in a lined, lidded receptacle positioned outside the treatment space, if possible, to minimize the possibility of dispersing virus in the air. Dirty linens should not be used again until properly laundered either by a commercial laundering service or a laundering process which includes immersion in water of at least 160 degrees Fahrenheit for at least 25 minutes. Store all clean linens in a clean, covered place.
- Where possible, do not clean floors by sweeping or other methods that can disperse pathogens into the air unless all persons in the area have appropriate PPE. Use a vacuum with a HEPA filter wherever possible.
- Do not allow food or beverages to be at stations or in treatment rooms.
- Thoroughly clean any product display areas, including all shelving and display cases. Remove and discard any open “test” products and discontinue this practice to help reduce contamination. Add signage to this area to let customers know it is cleaned and disinfected daily.
- Encourage the use of credit cards and contactless payment systems. If electronic or card payment is not possible, customers should come with exact cash payment or check.
- Consider upgrading to touchless faucets, soap and paper towel dispensers, and adding touchless, automatic hand sanitizer dispensers. Ensure soap dispensers and paper towel dispensers are regularly filled.
- Equip reception areas and workstations with proper sanitation products, including hand sanitizer and sanitizing wipes.
- Provide time for workers to implement cleaning practices during their shift. Cleaning assignments should be assigned during working hours as part of the worker’s job duties.
- Workers should avoid sharing phones, tablets, laptops, desks, pens, and other work supplies, wherever possible. Never share PPE.
- In addition to the above cleaning and disinfecting protocols, businesses must follow the existing [California Board of Barbering and Cosmetology rules](#). Additional rules may also apply for businesses at the local, county-level.



## Physical Distancing Guidelines

- **WARNING:** physical distancing alone is insufficient to prevent transmission of COVID-19.
- Implement measures to ensure physical distancing of at least six feet between and among workers and customers, except while providing the services that require close contact. This can include use of physical partitions or visual cues (e.g., floor markings, colored tape, or signs to indicate to where workers and/or customers should stand).
- Maintain at least six feet of physical distance between each work station area, and/or use impermeable barriers between work stations to protect customers from each other and workers.
- Stagger appointments to reduce reception congestion and ensure adequate time for proper cleaning and disinfection between each customer visit. Consider servicing fewer customers each day or expanding operating hours to allow for more time between customers and suspending walk-in appointments.
- If possible, implement virtual check-in technology to ensure that workers are notified when a customer arrives. Ask customers to wait outside or in their cars rather than congregating in reception areas. Reception areas should only have one customer at a time or the area should be modified to support adequate physical distancing, including removing chairs and sofas or spacing them further apart.
- For outdoor operations, establish an outdoor reception area where customers can check in while still following physical distancing guidelines. Take measures at reception desks or other areas where physical distancing cannot be maintained to minimize exposure between workers and customers, such as Plexiglas or other barriers.
- For outdoor operations, create outdoor break areas with shade covers and seating that ensures physical distancing, where possible.
- Take measures at reception desks or other areas where physical distancing cannot be maintained to minimize exposure between workers and customers, such as Plexiglas or other barriers.
- Consider offering workers who request modified duties options that minimize their contact with customers and other workers (e.g., managing inventory or managing administrative needs through telework).
- Require workers to avoid handshakes, fist bumps, hugs, or similar greetings that break physical distance.
- Do not allow people to congregate in high traffic areas such as bathrooms, hallways, bar areas, reservation, and credit card terminals, etc.

- Ensure workers can maintain physical distance in breakrooms, using barriers, increasing distance between tables/chairs to separate workers, etc. Where possible, create outdoor break areas with shade coverings and seating arrangements that ensures physical distancing. Discourage workers from congregating during breaks and ensure they are not eating or drinking without face coverings within six feet of each other.
- Adjust any staff meetings to ensure physical distancing. Hold meetings over the phone or via webinar for workers wherever possible.



## Additional Considerations for Esthetic and Skin Care Services

- Workers should wear a face shield for eye protection (with a face covering) when they are providing clients treatment on facial or neck areas that do not enable the client to wear a face covering.
- Disposable gloves should be worn throughout the entire esthetic service and while performing cleaning and disinfection of all implements and surfaces after each client session.
- Before leaving the treatment room or area, remove and dispose of gloves, apply proper hand sanitizer or wash hands with soap and water, and use a previously readied disposable barrier, such as a paper towel or sanitizer wipe, to open and close the treatment room door while leaving the room.
- Single use applicators must be used and disposed of immediately after use in a lined trash bin. The trash bin should have a lid and should be lined with a disposable plastic bag.



## Additional Considerations for Electrology Services

- Electrology services must not be provided in the outdoor setting because they are invasive procedures that require a controlled hygienic environment to be performed safely.
- Electrologists must use disposable gloves during the client's entire treatment. Electrologists should wear a face shield for eye protection (with a face covering) when they are providing clients treatment on facial or neck areas that do not enable the client to wear a face covering.
- Clients having any other areas treated should be required to wear a face covering throughout the service, if able to wear one per the [CDPH Face Covering Guidance](#).

- Tweezers, rollers, and needle holder caps should be properly cleaned and sterilized between each client. This could include the use of an autoclave or placing the items in a sealed pouch and sterilizing them in a dry heat sterilizer. The pouch should not be reopened until the next client's treatment session begins.
- Where possible, use disposable probes that do not require a probe tip or cap, which will reduce exposure points. If not using disposable probe tips or caps, the removable tip or cap of the epilator needle/probe holder must be cleaned and disinfected after each client.
- Needles used for electrolysis must be single-use, disposable, pre-packaged, and sterile and disposed of in an approved sharps container immediately after use. Sharps containers must be discarded in accordance with biomedical waste regulation.
- Heat produced by the electrical current passing through an electrolysis needle is not sufficient to sterilize it.
- Ultrasonic cleaning units, forceps, and all containers, including their removable parts, must be cleaned and disinfected between each client according to the manufacturer's instructions.



## Additional Considerations for Nail Services

- Clients must wash their hands before nail services are provided.
- Workers must wear face coverings at all times, or a respirator where required. Respirators are required where ventilation is insufficient to reduce exposure below permissible exposure limits established in title 8 [section 5155](#). In cases of chemical exposure, only elastomeric respirators with the correct chemical cartridge combined with a particulate filter are appropriate for use.
- Disposable gloves should be worn throughout the entire service and while performing cleaning and disinfection of all implements and surfaces after each client. Once cleaning is finished, remove and dispose of gloves and apply proper hand sanitizer or wash hands with soap and water.
- Pedicures done outside shall be limited to portable tubs/bowls and must be disinfected with an EPA-registered liquid disinfectant that is labeled as a bactericide, fungicide and virucide. Refer to manufacturer's instructions on concentration. The disinfection should occur inside the nail salon and not in the temporary outdoor setting.
- Pedicure bowls must be disinfected with an EPA-registered liquid disinfectant that is labeled as a bactericide, fungicide and virucide. Refer to manufacturer's instructions on concentration. For whirlpool foot spas, air-jet basins or pipeless foot spas, disinfectant must be circulated for at least

10 minutes. For non-whirlpool foot basins and tubs, soak disinfectant in the basin or tub for at least 10 minutes. Foot-spas, basins and pedicure bowls must be properly cleaned and disinfected after every client even if a disposable plastic liner is used.

- Nail salons should use disposable supplies whenever possible. Any non-disposable supplies must be fully disinfected between customers according to the California Board of Barbering and Cosmetology guidelines.
- All single use items, such as cardboard files, sand-bands for drills and buffers, disposable sandals, toe separators, and applicators, must be used once and immediately thrown away in a lined, lidded trash can.
- To reduce the number of touchpoints, remove the nail polish displays. In the absence of a nail polish display, use a color palette, which is to be cleaned and disinfected after each client use. If the nail polish display is not removed, nail polishes should be cleaned and disinfected before being returned to the display.
- Consider whether it is feasible to install a plastic partition between the worker and client with ample space cut out where hands or feet can be slid underneath to conduct the manicure or pedicure.
- Allow only one manicurist to work at each station and do not allow clients to get multiple services at the same time, such as a manicure and pedicure.
- If fans, such as pedestal fans or hard-mounted fans, are used in the salon, take steps to minimize air from fans blowing directly from one person toward another. If fans are disabled or removed, employers should remain aware of possible heat hazards and take steps to mitigate them.
- Nail salons should consider upgrading existing ventilation to include locally exhausted nail tables.



## **Additional Considerations for Body Art Professionals, Tattoo Parlors, and Piercing Shops**

- Disposable gloves are required throughout the tattooing or piercing service and while performing cleaning and disinfection of all implements and surfaces after each customer session.
- Workers should ensure they wash their hands thoroughly with soap and water or use hand sanitizer immediately before putting on and after removing gloves.

- Suspend piercing and tattooing services for the mouth/nose area.
- Chairs should be arranged to ensure at least six feet of space between customers. Establishments should consider additional divider shields or other impermeable barriers where appropriate.
- Workers should provide tattooing or piercing services for only one customer at a time.



## Additional Considerations for Massage Services (Non-Healthcare Settings)

- Clients must wash their hands before any services are provided.
- Consider alterations to the treatment table setup to support the required cleaning and disinfecting protocols. This could include using disposable face cradle covers and/or protecting the table, table warmers, bolsters, and other items with washable barriers like pillowcases that can be removed and replaced between each client. Barriers are not a substitution for the required cleaning and disinfecting protocols.
- Evaluate whether facial massages or other hands-on work to the face will be offered. If providing such services, use non-latex gloves for this part of the treatment. Facial massages should not be performed if it requires removal of the client's face covering.
- Provide any hand treatments as the last part of the service.
- Workers should wash their hands immediately upon finishing massage services.

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<sup>1</sup> Additional requirements must be considered for vulnerable populations. Personal care providers must comply with all [Cal/OSHA](#) standards and be prepared to adhere to its guidance as well as guidance from the [Centers for Disease Control and Prevention \(CDC\)](#) and the [California Department of Public Health \(CDPH\)](#). Additionally, employers should be prepared to alter their operations as those guidelines change.

