

# GETTING BACK TO WORK IN NEVADA

## BODY ART AND BODY PIERCING ESTABLISHMENTS

Your business may look very different as it begins to recover from COVID-19 impacts. To move forward, your business will need to adapt to new safety and health guidelines and respond to new and increased expectations from staff and clients. New practices and guidelines will become commonplace in order for clients to feel safe.

To help you get started we have put together this tip sheet that focuses on four important areas: **Requirements, React, Recover, Be Resilient**. We conclude the tip sheet with a list of **Resources** to help you.

### REQUIREMENTS: *Nevada Phase 1 & 2 Reopening*

On June 25, 2020 Nevada Governor Steve Sisolak [announced](#) a **mandatory** face covering policy. The [directive](#) requires that face masks or coverings must be worn by employers, employees and visitors/customers in all public spaces. Businesses are required to inform customers of the requirement and mandate the use of face coverings prior to entry into their establishments. The mandate [guidelines](#) will be enforced by Nevada OSHA.

Nevada Governor Steve Sisolak announced *The Roadmap to Recovery for Nevada: Phase 1* on May 7, 2020 and *Phase 2* on May 26, 2020.

**Body Art and Body Piercing Establishments** may reopen in Phase 2 (starting May 29, 2020) with the following restrictions:

- Ensure 6 feet of separation between stations is maintained. If not possible, install barriers
- Schedule clients in advance - walk-ins are not permitted
- Face coverings are required for employees and clients
- No body art may be done around the nose or mouth due to facial coverings
- Clients must be interviewed about symptoms
- Employees must perform daily self-symptom assessments and must stay home if symptomatic
- Require regular hand washing upon arrival and provide hand sanitizer stations
- Keep clients to a minimum in the waiting area. Persons with appointments should be the only non-employees on the premises
- Encourage clients waiting for appointment to wait outside in their cars or practice social distancing
- Encourage clients to utilize online or touchless payment methods
- Post informational signs regarding social distancing, face coverings, and what to do if symptomatic
- Daily deep disinfection of high contact surfaces such as door handles, light switches, cabinetry, phones, tables, and countertops
- Wear gloves and face masks
- Disinfect or wash stations and all touched surfaces in between each customer

- Use disinfectants outlined on the EPA List-N (see RESOURCES for link)
- For any confirmed COVID-19 cases:
  - Immediately isolate and seek medical care for any individual who develops symptoms while at work and follow CDC guidelines (see RESOURCES for link)
  - Contact the local health district about suspected cases or exposures. Maintain confidentiality of employee health information
  - Shutdown the facility for deep cleaning and disinfection, if possible

## **REACT:** *Get ready to open your doors again!*

**Be Prepared** – Based on the above guidelines, below is a starter checklist of what you might need or find helpful to purchase or prepare before you reopen. Always check with the state, your county, and your local health district for current operating guidelines because local jurisdictions can impose stricter requirements:

- Masks for employees and customers
- Face shields for employees, where applicable
- Gloves for employees
- EPA-approved COVID-19 cleaners & disinfectants (See RESOURCES for link)
- Put any new policies and procedures for staff and clients in writing
- Additional storage containers for products & tools
- Touchless thermometers
- Touchless hand sanitizer stations
- Touchless payment systems
- Plexiglass/clear acrylic partitions for use between chairs/workstations & checkout
- Positioning of chairs/workstations to accommodate social distancing
- Sufficient supply of one use items
- Sufficient supply of tools and implements to always have clean items available
- Remove all magazines and non-essential items from waiting area
- Tape or indicate 6-foot distances for outside waiting area
- Tape 6-foot distances on floors in any queue areas



## **RECOVER:** *Expect new ways of doing business. The body art experience.*

Reopening requires businesses to adapt to new operating requirements that include the above social distancing and enhanced health and safety guidelines. Some best practices and tips that may help implement the new guidelines include:

### **Operations**

- Deep clean your facility before the initial reopening and then daily upon reopening
- Maintain regular housekeeping practices for high contact surfaces; it is recommended to routinely clean dirty surfaces first with soap and water and then use US EPA-approved COVID-19 disinfectants to limit the spread of the virus
- Establish new operating hours to allow for cleaning between each client and deep clean at night
- Implement separate operating hours for the vulnerable customers
- Provide touchless hand sanitizer stations for employees and clients, particularly at entry points
- Consult your local health district for any changes or updates to regulations
- Frequently disinfect hard surfaces such as reception desk and tables
- Disinfect client service chairs/workstations between clients
- Have a dedicated staff member assigned to sanitize each tool, product bottles, service and reception areas once guests have departed
- Launder all towels and linens between clients following state regulations and completely dry items and store in closed, covered cabinets
- Throw away one use items such cotton swabs, gauze, and finger cots
- Payment:
  - Consider installing and using a touchless, non-signature payment system
  - Consider having customers pay through an app on their phones

### **Employees**

- Check staff for COVID-19 symptoms and use no touch thermometers to conduct pre-shift employee temperature checks; do not allow anyone with a temperature over 100F degrees to work. Keep a log
- Provide and require employees to wear face masks
- Provide employees with gloves to wear and/or provide instruction on proper hand hygiene to practice between interactions with each client

### **Clients**

- Provide signage and encourage clients with COVID-19 symptoms or exposures to reschedule appointments after the appropriate time period
- Use no touch thermometers to check clients for temperatures and do not allow anyone with a temperature over 100F degrees to enter; advise guests with a fever to seek medical treatment
- Mark off six-foot distances on the floor to maintain space at the checkout payment station

## **BE RESILIENT:** *This is all new. Adapt as necessary. Let's stay in business together.*

Business basics will be more important than ever. Evaluate your profit and loss statement. Look for ways to reduce operating costs. Analyze your cash flow and breakeven to evaluate the impacts of the new guidelines and best practices on your operations. As Nevada reopens in phases, you may need to continually adjust your operations. Here are a few things to think about:

### ***Get Help***

- Contact a business development counselor at the Nevada SBDC by calling 800.240.7094 – we can help you assess your operations and decide on best strategies for your business
- For questions about cleaning and disinfecting, strategies to control new waste streams, or other environmental questions, contact an environmental business advisor at BEP at 800.882.3233.

### ***Communicate***

- Keep communicating with your customers on social media and your website with announcements about your reopening, make sure they know you are not shut down for good
- Be open about the measures you are taking to meet the Phase 1 and Phase 2 reopening guidelines; consider signage at your entrance so customers can be aware of the steps you are taking
- Provide signage in the shop and on your website to let your customers know what you are doing to prevent the spread of COVID-19 and to meet new industry guidelines
- Be patient, communicate openly with staff while waiting for clients to return

### ***Expanded Services***

- Consider offering an on-line reservation platform for your clients
- Consider offering service or product sales that are an “add-on” to scheduled services to reduce client visits and PPE/disinfection cycles
- Offer hours of business that are most popular or stagger days and schedules to offer services that closely match clients’ schedules
- Offer gift cards
- Offer product kits and sales of product to reduce inventory and satisfy customer needs

### ***Potential Cost-Saving Measures***

- Revamp and simplify your product offerings to increase margins, minimize product expiration
- Reduce hours to minimize utility bills and increase time for cleaning
- Only turn on utilities that are needed – do not use all fans, lights, or air conditioners

### ***Creative Marketing***

- Update or redesign your website; make sure it is mobile friendly
- Use micro social media and focus more on the immediate neighborhood in order to bring in local clients
- Advertise through local homeowner associations
- Consider starting or expanding client referral programs

## RESOURCES

Below are additional resources to help you react, recover, and be resilient in the face of COVID-19.

### **Nevada SBDC Small Business Recovery Procurement List**

<https://docs.google.com/spreadsheets/d/e/2PACX-1vRaNqMHmNRt3ZAIsoivMUghuvuZBOsNx8d6WG-S7HVjfPlsqrb5HfYXd6OCl2-9FA/pubhtml>

### **US EPA List N: Disinfectants Approved for Use Against SARS-CoV-2**

<https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>

### **Center for Disease Control (CDC) Guidance for Businesses and Employers**

<https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html>

### **Nevada Health Response | COVID-19 in Nevada**

<https://nvhealthresponse.nv.gov/info/business/>

### **Nevada Governor's Office of Economic Development**

<https://www.diversifynevada.com/covid-19-reopening-guidance-and-assistance/>

### **Nevada Department of Business & Industry, Occupational Safety & Health Administration**

<http://dir.nv.gov/OSHA/Home/>

### **Small Business Federal Financial Assistance**

<https://www.coronavirus.gov/smallbusiness>

### **Association of Small Business Development Centers | COVID-19 Small Business Resources**

<https://americassbdc.org/covid19/>

### **U.S. Securities Exchange Commission Resources for Small Business**

<https://www.sec.gov/page/covid-19-resources-small-businesses>

**This tip sheet will be updated as new information becomes available.**

***Stay Safe to Stay Open Nevada!***

The Nevada Small Business Development Center (SBDC) guides and assists Nevadans looking to start and grow businesses. We are available to counsel on business planning and management issues raised in this tip sheet. One-on-one counseling services are free and confidential.

The Business Environmental Program (BEP) is affiliated with the Nevada SBDC and provides free and confidential environmental compliance and management assistance and can help your business think about cleaning and waste issues. Our focus is on making Nevada's businesses stronger and more environmentally responsible.

*DISCLAIMER: This guidance document is intended as general information and is not provided nor intended to act as a substitute for legal advice or other professional services. The Nevada SBDC advises the regulated business community to read all applicable regulations and to check with state and local authorities, including local health districts, for the latest in guidelines and requirements for businesses reopening during the COVID-19 pandemic. This tip sheet is funded, in part, through a Cooperative Agreement with the US Small Business Administration and funding support from the Nevada Division of Environmental Protection. All opinions, conclusions, and/or recommendations expressed herein are those of the author(s) and do not necessarily reflect the views of the SBA.*