



COVID-19

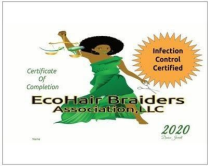
Preparedness Plan

UNLICENSED

Beauticians, Barbers, & Braiders



ecoHair Braiders Association, LLC.





COVID-19 Preparedness Plan for ecoHair Braiders Association, LLC.

ecoHair Braiders Association, LLC (eHBA) was established in 2013, responding to the deregulation of Hair Braiders in the State of Minnesota (Statute 155A.28) and 30 other states in the USA. The Association compounded 5 collaborative entities who provided up to 30-hour health, safety and sanitation, Minnesota cosmetology laws and rules training as applied to Hair Braiders for state registration. As of June 2018, eHBA completed a transfer of power from Minnesota Board Cosmetology Examiners to govern Hair Braiders in Minnesota. eHBA Members will display insignia in and on their workplace, stations, and/or mobile vehicles.

eHBA is committed to providing a safe and healthy workplace for all our hair braiders globally. To ensure that, we have developed the following Preparedness Plan in response to the COVID-19 pandemic. Hair braiders are all responsible for implementing this Plan. Our goal is to mitigate the potential for transmission of the COVID-19 virus in our workplaces, and that requires full cooperation among hair braiders and management. Only through this cooperative effort can we establish and maintain the safety and health of our hair braiders and workplaces.

Providers and hair braiders are responsible for implementing and complying with all aspects of this Plan. **eHBA** providers and hair braiders have our full support in enforcing the provisions of this policy.



Our hair braiders are our most important assets. We are serious about safety and health and keeping our hair braiders working at eHBA. Hair braider's involvement is essential in developing and implementing a successful COVID-19 Preparedness Plan. We have involved our hair braiders in this process by **engaging in virtual interactive question and answering, online questionnaires, and informational COVID-19 Rapid Response Radio and Online educational programs.**

Our Plan follows the United States Health Department, Centers for Disease Control and Minnesota Department of Health Guidelines and federal OSHA standards related to COVID-19 and addresses:

- Hygiene and respiratory etiquette
- Engineering and administrative controls for social distancing
- Housekeeping – cleaning, disinfection, and decontamination
- Prompt identification and isolation of sick persons
- Communications and training that will be provided to hair braiders
- Management and supervision necessary to ensure effective implementation of the Plan

SCREENING AND POLICIES FOR 'Gig Workers' EXHIBITING SIGNS AND SYMPTOMS OF COVID-19

Hair braiders have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess hair braiders' health status prior to entering the workplace and for hair braiders to report when they are sick or experiencing symptoms.

Hair Braiders are encouraged to get early COVID-19 test health screening.

Hair Braiders temperatures checked and recorded daily prior to the start of services.

Hair braiders will communicate with the client if they are sick or experiencing symptoms while at home and have a home-based business.



Hair braiders report they are sick or experiencing symptoms while at work to the COVID-19 hotline, submit their client tracking form to the community worker, and immediately isolate for 14 days.

Hair Braiders immediately report to COVID-19 hotline if they have or believed to come in contact with a person with COVID-19 symptoms or positive results. Possible isolation or quarantine may be needed.

eHBA has implemented leave policies that promote hair braiders staying at home when they are sick, when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household.

Hair braiders who are out of work for direct medical issues related to COVID-19 are accessible to resources to offset hardship through a collaborating organization (Resources, Justice & Management (RJM))



RJM Beauty Industry Resources and Support Plan (based on individual circumstance)					
	Hair Braider	Cosmetologist	Barber	Other	Individuals with Child Support Debt
Grant Opportunity	X	X	X	X	X
MN Economic Assistance	X	X	X	X	X (sanctions removed by MN)
MN Unemployment	X	X	X	X	Not Applicable

Underlying Medical Conditions:

Accommodations for hair braiders with underlying medical conditions or who have household members with underlying health conditions have been implemented by the Minnesota Department of Health Evaluating and Testing for Coronavirus Disease 2019.

ecoHair has recommended Hair Braiders to consult a primary physician in regard to any medical conditions or concerns about family members before returning to operations.



Hair Braiders Exposure:

eHBA has also implemented a policy for informing hair braiders if they have been exposed to a person with COVID-19 at their workplace and requiring them to quarantine for **14 days in isolation** the required amount of time.

In addition, a policy has been implemented to protect the privacy of hair braiders’ health status and health information. **Reports of COVID-19 exposure or positive testing are private information and not shared with any parties other than as required by CDC or other governmental entities seeking preventive strategy.**

In the case that a hair braider or client reports exposure to COVID-19:

All parties in direct contact notified as a code red and recommended to isolate for 14 days

Parties in the same space within 3 hours as COVID-19 infected patient will be notified as a code yellow and asked to monitor self and wear a mask in all public spaces for 14 days

Other parties in space within 12 hours prior contacted on a code green level and advised to take precautions

HAND WASHING

Hair Braiders will wash hands and/or use hand sanitizer provided, supplied, and maintained by hair braiders before and after each client.

Basic infection prevention measures are being implemented at our workplaces at all times. Hair braiders are instructed to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning, and end of their shift, **in between each client**, prior to any mealtimes, and after using the toilet.

Clients will be required to perform handwashing or use hand sanitizer to meet this precaution.





All visitors to the salon/shop will be required to wash their hands prior to or immediately upon entering the facility. Some salons/shops may have hand sanitizer dispensers (that use sanitizers of greater than 60% alcohol) that can be used for hand hygiene in place of soap and water, as long as hands are not visibly soiled.

RESPIRATORY ETIQUETTE: COVER YOUR COUGH OR SNEEZE

Hair Braiders should schedule clients rather than allow walk-ins, call at least three hours before the appointment, and ask the client to have a temperature health screening.

Hair Braiders and clients are mandatory to wear a protective mask during services

Hair braiders and clients are being instructed to cover their mouth and nose with their **PPE's** or a **mask** when coughing or sneezing and avoid touching their faces, in particular their mouth, nose, and eyes with their hands. They should dispose of tissues in the trash **outside garbage reciprocal** and wash or sanitize their hands immediately afterward.

Respiratory etiquette will be demonstrated on **flyers** and supported by making tissues and trash receptacles available to all hair braiders and visitors. **Digital alerts with these instructions and reminders will be communicated by email, text, and voice recordings.**

SOCIAL DISTANCING

Social distancing is being implemented in the workplace through the following engineering and administrative controls: **eHBA is encouraging Hair Braiders to utilize telework by client temperature health screening, flexible work hours and staggered shifts to reduce the number of hair braiders in the salon/shop at one time, maintain six feet of distance between hair braiders, signage or instructions for gig workers and visitors, no waiting area, communication of plans to address as hair braiders concerns arise, etc.**



Appointments Only (Confirmation of appointment 3-12 hours prior to appointment time for well check of clients and symptoms overview)

1:1 Hair Braider: Client ratio enforced

No more than 1 Braider working on a client at a time

Maximum capacity (based on the size of space and social distance requirements when deemed possible)

Signage for visitors with updated COVID-19 rules: Appointment policy, wear a mask, wash hands, promise to report COVID-19 related illness 14 days prior to or after the appointment and stay home when sick policies

Hair Braiders will provide the necessary protective supplies, e.g. masks, gloves, disinfectants, face shields, etc. Hair Braiders physical workplace changes such as increased distance between workstations or between hair braiders and booths, utilization of barriers when spacing cannot be increased, no two hair braiders at one time, etc. Hair braiders and visitors are prohibited from gathering in groups and confined areas, including elevators and from using other hair braiders' personal protective equipment, phones, computer equipment, booths, suites, workstations, offices, or other personal work tools and equipment.

Personal Protection Equipment List		
Braiders	Barbers	Beauticians
Gloves	Gloves	Gloves
Mask	Mask	Mask
Face Shield	Face Shield	Face Shield
Capes	Capes	Capes



Thimbles	Finger Guard	Thimble
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Hair Braider required to wear a mask and encouraged to require the client to wear a mask

Gloves are suggested for Hair Braiders

Alternate and sanitize all protective clothing (capes)

All working spaces, utensils, and equipment must be sanitized after each client

HOUSEKEEPING

Regular housekeeping practices are being implemented including routine cleaning and disinfecting of work surfaces, equipment, tools and machinery, and areas in the work environment, including restrooms, break and lunchrooms, and meeting rooms. Frequent cleaning and disinfecting will be conducted in high touch areas, phones, keyboards, touch screens, controls, door handles, elevator panels, railings, copy machines, etc.

Hair braider's cleaning schedule of 30 minutes between each service.

Hair Braiders are responsible for conducting the contact tracking of the client and cleaning after each service.

EPA approved products will be used to clean the workplace, station, chairs, doorknobs, and all high touch surfaces.

Hair Braiders will close for 14 days and do deep decontamination of the workplace if a hair braider is diagnosed with COVID-19.

COMMUNICATIONS AND TRAINING

This plan was communicated on **social media, radio, email, text, and word of mouth** to all hair braiders on **April 20, 2020, and** necessary training provided. Additional communication and training



will be ongoing through **social media, radio, email, text, and word of mouth** and provided to all hair braiders who did not receive the initial training on **BraidersCourse.com**.

Providers and hair braiders are to monitor how effective the program has been implemented by **submitting a weekly online Hair Needs Infection Control HNIC checklist**. Providers and hair braiders are to work through this new program together and update the training as necessary. This plan has been certified by the **eHBA and Resources Justice & Management's** management and will be posted throughout all associated workplaces as of **April 20, 2020**, and will be updated as necessary.

Update: eHBA urges all Minnesotans to voluntarily comply with this [Executive Order 20-40](#).

Pursuant to Minnesota Statutes 2019, section 12.45, a worker who willfully violates this **Executive Order is guilty of a misdemeanor and upon conviction must be punished by a fine not to exceed \$1,000 or by imprisonment for not more than 90 days. Any business owner, manager, or supervisor who requires or encourages any of their employees to violate this Executive Order is guilty of a gross misdemeanor and upon conviction must be punished by a fine not to exceed \$3,000 or by imprisonment for not more than a year.** In addition to those criminal penalties, the Attorney General, as well as city and county attorneys, may seek any civil relief available pursuant to Minnesota Statutes 2019, section 8.31, for violations of this Executive Order, **including civil penalties up to \$25,000 per occurrence from businesses and injunctive relief.** Nothing in this Executive Order is intended to encourage or allow law enforcement to transgress individual constitutional rights.



Certified by:

eco Hair Braiders Association #7345

Denise Jarrett #3390

Registered Lobbyist/ Chair

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Additional Resources

Hair Needs Infection Control (H.N.I.C) full training powerpoint
shorturl.at/HLPZ2

Hair Needs Infection Control (H.N.I.C)
<https://www.facebook.com/HairNeedsInfectionControl>

Training:
<https://www.facebook.com/HairNeedsInfectionControl/videos/515393322459477>

Training Video <https://www.youtube.com/watch?v=M2cyxCy6K18&t=1240s>



Student Pamphlet:

https://docs.google.com/document/d/e/2PACX-1vT8Lv-v5wOhlmt2DHff2temfuj_re_P59v6OAGv5Fiis23E2-cnPA9OeHtAwxDyT2yQ73rKfzNrhMdL/pub

Barbicide Back to Work Plan:

https://docs.google.com/document/d/e/2PACX-1vS-AGaxTjpJK3L71CdejUKux2Mbd5JHZszSkBNnIX0vIYLA5V3X227ZjiQ_y9Zetd6wq-BGINp2_4rv/pub

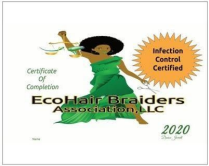


COVID-19 Client Contact Tracker

Name	Date/Apt Time	Number/Email	Temperature You/Client



COVID-19 Notes:



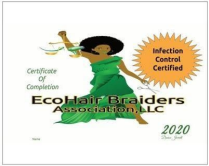


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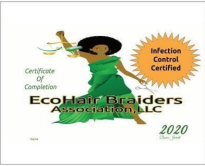
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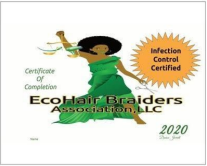
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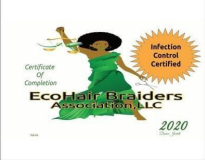
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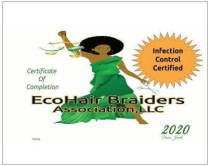
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