



Gurbir S. Grewal, *Attorney General*

Kaitlin A. Caruso, *Acting Director, Division of Consumer Affairs*

COVID-19 Health and Safety Recommendations for Licensees of the Cosmetology and Massage Boards

July 6, 2021

Providers are encouraged to check the Division of Consumer Affairs [website](#) for additional information.

The State of New Jersey COVID-19 Information Hub is [here](#).
The NJ Department of Health COVID-19 Information Hub for Health Care Providers is [here](#).

Coronavirus disease 2019 (“COVID-19”) is the disease caused by a new coronavirus first detected in humans in December 2019. Under Governor Philip D. Murphy, the State of New Jersey has implemented extraordinary measures to combat the spread of the disease, and now is taking action to return, where appropriate, to ordinary operations informed by the knowledge acquired through the COVID-19 pandemic.

Licenseses of the Cosmetology and Massage boards now are authorized to provide the full scope of authorized services to clients.

Additionally, due to the rescission of Office of Emergency Management Administrative Order 2020-10, licenseses of the Massage Board are no longer prohibited from providing services in their own homes or the homes of others, including clients.

The Division recommends that licenseses respond to the remaining challenges presented by COVID-19 by implementing the following best practices:

1. The following words and terms when used in this guidance document shall have the following meanings:

“Fully vaccinated” means it has been two or more weeks since the person received the second dose in a two-dose COVID-19 vaccine series, or two or more weeks after the person received a single-dose COVID-19 vaccine.

“Personal Protective Equipment” (also known as “PPE”) refers to items worn or used by an individual to provide protection against the spread of COVID-19, including but not limited to face coverings, masks, face shields, goggles, gloves, drapes or any other item that provides protection against the spread of COVID-19.

“Premises” means any fixed establishment where practices included in the definition of cosmetology and hairstyling, beauty culture, barbering, manicuring, skin care specialty, and hair braiding are provided, licensed as a shop.

“Screening questions” refers to questions that should be asked at the time of arrival at the premises to screen individuals for symptoms consistent with COVID-19, with regard to presentation of a list of symptoms. They include, at a minimum, the following questions:

- 1) Within the past 24 hours, have you had any of the following symptoms? (Yes or No)
 - Fever or chills
 - Cough
 - Shortness of breath or difficulty breathing
 - Fatigue
 - Muscle or body aches

- Headaches
 - New loss of taste or smell
 - Sore throat
 - Congestion or runny nose
 - Nausea or vomiting
- 2) Within the past 14 days, have you had a known exposure to any individual suspected or confirmed to have COVID-19? (Yes or No) You may answer “no” if you are fully vaccinated, unless you are experiencing any of the symptoms described above.
- 3) Within the past 14 days, have you traveled outside the United States?

If yes, for fully vaccinated individuals, have you received a negative COVID-19 test taken between three and five days after your return?

And if yes, for individuals who are not fully vaccinated, have you received a negative COVID-19 test taken between three and five days after your return and completed a seven-day self-quarantine after your return?

- 4) Have you tested positive for COVID-19 in the last 10 days?

“Staff” or “Staff member” shall include any person employed by a licensee or at premises at which licensees of the Cosmetology Board or the Massage Board provide services as well as, owners, managers, contractors, and administrative personnel.

2. As licensees provide services to clients, they should adopt and comply, and ensure that their staff comply, with policies that include, at a minimum, the following:

Preparation of the Premises and Staff Training

- a. Install hand sanitizers for use by clients and staff.
- b. Post signs in common areas and restrooms to advise clients of the importance of hand washing for at least 20 seconds and proper coughing and sneezing etiquette.
- c. Ensure that occupancy on premises at no point exceeds capacity limits established by any applicable code, including fire code, law, rule, or Executive Order.
- d. Train all staff on the importance of reporting symptoms of illness, infection control procedures, cough and sneeze etiquette, and hand-washing, always after eating, smoking, using the restroom, removing any PPE, and before and after providing client services.

Implement Protocols for Screening

- a. Require staff and clients to answer screening questions and perform a temperature check by means of a no-contact thermometer or one with a disposable cover, prior to the start of their shift, if they are not fully vaccinated, consistent with state and federal law. All thermometers should be disinfected after each use. Temperature checks should be performed in a manner that complies with CDC guidelines, including self-administration, physical barriers, and/or the use of PPE.
- b. Any person who answers “yes” to any of the screening questions or who has a temperature over 100.4 degrees, and who does not have a documented alternative explanation or assurance that they do not have COVID-19 (e.g. proof of a recently received a COVID-19 vaccine dose to explain symptoms, a negative COVID-19 test), should not be permitted to enter the premises.

Any staff member who develops a temperature above 100.4 degrees or symptoms of illness should be required to leave the premises immediately. The staff member should be advised that no return to work will be permitted for at least 24 hours after being symptom free, without having taken fever-reducing medication, or, if the employee is not fully vaccinated, before 14 days after exposure to a suspected or confirmed COVID-19 positive individual. Licensees should follow CDC guidance to determine when an individual may return to the premises. <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>.

- c. Licensees and premises owners may require screening and may inquire about vaccination status of any clients, guests, or others on the premises where otherwise consistent with federal and State law.

Require Protective Equipment and Supplies

- a. Encourage premises owners, managers, staff and clients who are not fully vaccinated to wear a cloth face covering, disposable mask or other personal protective equipment at all times before, during, and after services. Licensees or premises owners may impose stricter requirements regarding mask-wearing for employees, clients, guests, and other individuals, where otherwise consistent with federal and State law. No licensee or premises owner may restrict any individual from wearing a mask, and shall not in any way penalize or retaliate against an individual who elects to wear a mask except that they may refuse to provide any service that cannot be provided without the removal of a mask if the individual declines to remove their mask.
- b. Allow for break time for repeated hand washing between clients, throughout the day.

- c. Provide supplies for regular hand washing with soap and water, alcohol-based hand rub with at least 60 to 95% alcohol or antiseptic hand wash and use no-touch receptacles for disposal.
- d. Make sanitizing and disinfectant materials available to staff and clients, such as hand sanitizer and sanitizing wipes for hands and surface disinfecting for environment surfaces.

Enhance Disinfection and Cleaning Practices

- a. Improve ventilation by increasing the circulation of outdoor air as much as possible, by opening doors and windows and by using HEPA air filtration systems, whenever possible. While Administrative Order 2021-17 is in effect, for shops licensed by the Cosmetology Board, services may be performed outdoors, outside of the shop's premises, on property that is (a) owned or otherwise controlled by the licensee or shop owner; and (b) in the immediate vicinity of the licensed shop's premises, so long as the outdoor space complies with all essential cleanliness and sanitization standards imposed by N.J.A.C. 13:28-2.5, 2.6, and 2.6A.
- b. Perform enhanced cleaning and disinfection after individuals suspected or confirmed to have COVID-19 have been in the premises, referring to CDC guidance on "Cleaning and disinfecting your building or facility if someone is sick." <https://www.cdc.gov/coronavirus/2019-ncov/community/disinfectingbuilding-facility.html>.

Stay Informed About Developments and Obligations

- a. Monitor guidelines and directives issued by the New Jersey Department of Health; the Cosmetology Board (<https://www.njconsumeraffairs.gov/cos/Pages/default.aspx>); the Massage Board (<https://www.njconsumeraffairs.gov/mbt/Pages/default.aspx>), the CDC; and OSHA (<https://www.osha.gov/coronavirus/safework>) on an ongoing basis.
- b. Maintain an appointment book with contact information regarding clients served, as well as a daily log of staff, and submit such information if requested to do so by, or on behalf of, the Department of Health or the local board of health.
- c. Notify the local health department immediately if it is suspected that any person who is known to have contracted COVID-19 was on the premises while COVID-19 positive, and cooperate with contact tracing efforts.