



**MI SAFE START**  
A PLAN TO RE-ENGAGE  
MICHIGAN'S ECONOMY

# RE-START SAFELY FOR COSMETOLOGY AND BARBER SERVICES

**GOVERNOR GRETCHEN WHITMER**

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It is the objective under the leadership of Governor Whitmer to establish for our licensed cosmetologists and barbers the requirements and best practice recommendations needed to safely provide services to customers. In partnership with industry stakeholders, this guide has been created by the Department of Licensing and Regulatory Affairs (LARA), the Department of Labor and Economic Opportunity (LEO), the Michigan Occupational Safety and Health Agency (MIOSHA), and the Department of Health and Human Services (DHHS).

This guide impacts the practice of Cosmetology and Barbering as licensed and regulated under Articles 11 and 12 of the Michigan Occupational Code, Public Act 299 of 1980.

Cosmetology as defined under MCL 339.1201(d) includes performing one or more of the following services: hair care services (MCL 339.1201(k)), skin care services (MCL 339.1201(u)), manicuring services (MCL 339.1201(m)), electrology (MCL 339.1201(i)), and natural hair cultivation (MCL 339.1201(p)). A licensed Cosmetologist who is also licensed as an Electrologist may perform electrology services.

Barbers under MCL 339.1101(a) may perform one or more of the following services: shaves or trims the beard of a person; cuts, trims, shampoos, relaxes, curls, permanently waves, dresses, tints, bleaches, colors, arranges, or styles the hair of a person; massages the face and head of a person; or renders personal services of a similar nature customarily done by a barber.

As those involved in this industry begin to re-start their businesses, it is important that everyone, including the customers who frequent these establishments, follow this guide and assist in creating a safe environment for all workers and clients. Please be aware this is a working document and any requirements that must be met will be stipulated through Executive Order, law, and rule. We encourage you to also review guidelines from other authorities such as the CDC and OSHA.

## Physical Spaces

### REQUIRED

- ▶ Post signs at entrance(s) instructing customers of their legal obligation to wear a face covering while inside.
- ▶ Require face coverings in shared spaces, including during in-person meetings and in restrooms and hallways.
- ▶ Ensure minimum of six feet between people. Social distancing will apply with exception that the distance between the client and worker may be less than six feet.
- ▶ Install physical barriers, such as sneeze guards and partitions at cash registers, where maintaining physical distance of six feet is difficult.
- ▶ Mark waiting areas to enable six feet of social distancing (e.g. by placing X's on the ground and/or removing seats in the waiting room).
- ▶ Post social distancing signage.
- ▶ Place posters in the languages common in the employee population that encourage staying home when sick, cough and sneeze etiquette, and proper hand hygiene practices.
- ▶ Provide any communication and training on COVID-19 infection control practices in the primary languages common in the employee population.
- ▶ Disinfect high-contact surfaces after each use.
- ▶ Place hand sanitizer in high contact locations and at entry.
- ▶ Clean merchandise before stocking.
- ▶ Discontinue all self-service refreshments.
- ▶ Discontinue client use of product testers; switch to worker-only product handling.
- ▶ Clean chairs and equipment before and after each use.
- ▶ Discard magazines and other non-essential, shared items in the waiting area that cannot be disinfected.
- ▶ Prior to disinfecting, work areas should be cleaned with soap and water. Follow disinfectant contact time to thoroughly destroy all pathogens (typically 2-10 minutes).
- ▶ After each guest receiving pedicure services, jetted tubs without liners will need to have all parts removed and disinfected. In addition, jets need to run for 10 minutes with disinfectant. Tubs without jets should let disinfectant set for 10 minutes.

### RECOMMENDED BEST PRACTICES

- ▶ Perform thorough disinfection nightly.
- ▶ Maximize available checkout space to promote social distancing (e.g., space customer lines with floor markers, use alternate registers).
- ▶ Use contact-less payments where possible.
- ▶ Increase capacity for delivery and curb-side pickup.
- ▶ Post visible and appropriate signage to communicate to the client that thorough sanitation procedures are in place, and that service will not be provided to clients exhibiting symptoms of COVID-19.
- ▶ Place a liner each time when using the tub for pedicure services.



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## Workers

### REQUIRED

- ▶ Require in-use workstations to be separated by at least six feet from one another and, if feasible, separate workstations with physical barriers (e.g., plexiglass, strip curtains).
- ▶ Workers must wear a face covering at all times.
- ▶ Require employees to make proper use of personal protective equipment in accordance with guidance from the CDC and OSHA.
- ▶ Require Owners, Managers, and Workers to complete the handwashing and sanitizing videos ([www.cdc.gov/handwashing/videos.html](http://www.cdc.gov/handwashing/videos.html) and [www.cdc.gov/handwashing/pdf/hand-sanitizer-factsheet.pdf](http://www.cdc.gov/handwashing/pdf/hand-sanitizer-factsheet.pdf)) and take a COVID-19 Sanitation Certification Course such as the one offered by Barbicide ([www.barbicide.com](http://www.barbicide.com))
- ▶ Conduct a daily entry self-screening protocol for all workers or contractors entering the workplace, including, at a minimum, a questionnaire covering symptoms and suspected or confirmed exposure to people with possible COVID-19.
- ▶ Require workers to stay home if symptomatic.
- ▶ Require regular handwashing by workers consistent with Mich Admin Rules 339.6037(6) and 338.2179b(1)(b).
- ▶ Place hand sanitizers in high-contact locations.
- ▶ Clean high-touch items after each use (e.g. carts, baskets, door knobs, light switches, etc.) in a manner consistent with sanitation practices contained in Mich Admin Rules 339.6031, 339.6033, 338.2171, 338.2173, 338.2176, 338.2179, 338.2179a, 338.2179c, and 338.2179d.
- ▶ Wear gloves and dispose of gloves in between tasks in accordance with Centers for Disease Control and Prevention (CDC) glove removal guidance; or if gloves cannot be worn, wash hands in between tasks in accordance with CDC handwashing guidance.
- ▶ Items that cannot be sterilized and are for single use only shall be disposed of. Licensees shall follow Mich Admin Rule 338.2179c regarding disposal of single use items.
- ▶ Keep the work surface free of all items except those items being used for the specific client.
- ▶ Maintain accurate appointment and walk-in records including date and time of service, name of client, and contact information to assist in contact tracing.
- ▶ Licensed estheticians and cosmetologists who provide facials and other skin care services under MCL 339.1201(u), shall do so in a manner that is permissible and consistent under statute, while also ensuring that proper sanitation practices are adhered to, including those consistent with Mich Admin Rules 338.2179a and 338.2179b. During services that require a customer to remove their face covering, a worker must wear a shield or goggles in addition to a face covering.
- ▶ Licensed electrologists who provide for the permanent removal of hair from the body of an individual by the use of electricity under MCL 339.1201(h), shall do so in a manner that is permissible and consistent under statute, while also ensuring that proper sanitation practices are adhered to, including those consistent with Mich Admin Rule 338.2179(d). During services that require a customer to remove their face covering, a worker must wear a shield or goggles in addition to a face covering.
- ▶ Licensed manicurists and cosmetologists who provide manicuring services under MCL 339.1201(m), shall do so in a manner that is permissible and consistent under statute, while also ensuring that proper sanitation practices are adhered to, including those consistent with Mich Admin Rules 338.2179b and 338.2179c.
- ▶ Licensed natural hair culturists and cosmetologists who provide natural hair cultivation services under MCL 339.1201(p), shall do so in a manner that is permissible and consistent under statute, while also ensuring that proper sanitation practices are adhered to, including those consistent with Mich Admin Rules 338.2176, 338.2179, 338.2179b, and 338.2179f.

### RECOMMENDED BEST PRACTICES

- ▶ Group workers by shift to reduce exposure.
- ▶ Wear eye protection when providing services in close proximity to client, when possible.
- ▶ Workers should clean hands before and after each client.
- ▶ Launder work clothing daily and shower immediately upon returning home from the establishment.
- ▶ If using implements for certain services, place used implements in an autoclave or UV sterilizer, consistent with Mich Admin Rule 338.2179d(3) and put in sterilized pouches.



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## Customers & Guests

### REQUIRED

- ▶ Ensure minimum six feet between customers unless the customers are from the same household. Social distancing will apply with exception that the distance between the client and worker may be less than six feet.
- ▶ Limit waiting-area occupancy to the number of individuals who can be present while staying six feet away from one another and ask customers, if possible, to wait in cars for their appointment to be called.
- ▶ Place hand sanitizers in high-contact locations.
- ▶ Ask customers and guests not to enter if symptomatic. This can be done through the use of door signage.
- ▶ Stagger entry of customers and guests.
- ▶ Only clients will be allowed in the establishment for their service, unless client must be accompanied by one caregiver.
- ▶ Clients who are receiving manicure services must wash hands prior to service.
- ▶ Customers must wear a face covering at all times, except that customers may temporarily remove a face covering when receiving a service that requires its removal.
- ▶ During services that require a customer to remove their face covering, an employee must wear a face shield or goggles in addition to the face covering.
- ▶ Temporarily prohibit the return of purchased products/merchandise.

### RECOMMENDED BEST PRACTICES

- ▶ Administer health questionnaire for symptoms at entry point.
- ▶ Provide face coverings upon entry to those entering an establishment without appropriate face covering.
- ▶ Where possible, accept customers by appointment only.
- ▶ Increase availability for delivery and curbside pickup.
- ▶ Schedule appointments with adequate time in between appointments to reduce the number of clients in the establishment.
- ▶ Wash hands or use hand sanitizer before entering the treatment room for esthetician or electrolysis services.
- ▶ Have clients limit bringing in personal items to the business or provide a plastic bag for storing their personal items when at the establishment.

## Confirmed Cases

### REQUIRED

- ▶ Review accurate appointment and walk-in records including date and time of service, name of client, and contact information to assist in contact tracing.
- ▶ Cooperate with the local public health department if a confirmed case of COVID-19 is identified in the facility.
- ▶ Immediately isolate and seek medical care for any individual who develops symptoms while at work.
- ▶ Contact the local health department about suspected cases or exposures.
- ▶ Close off any areas used for prolonged periods of time by the sick person. Wait 24 hours before cleaning and disinfecting to minimize potential for other employees being exposed to respiratory droplets. If waiting 24 hours is not feasible, wait as long as possible. During this waiting period, open outside doors and windows to increase air.

### RECOMMENDED BEST PRACTICES

- ▶ Work with local health department to identify potentially infected or exposed individuals to help facilitate effective contact tracing/notifications.
- ▶ Once testing is readily available, test all suspected infections or exposures.
- ▶ Following testing, contact local health department to initiate appropriate care and tracing.

Click here to view LARA regulations for [Cosmetology](#) and [Barbers](#)



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