

**WORK SAFE, STAY HOME, SECOND AMENDMENT TO ORDER NO. 8  
BY THE COUNTY JUDGE OF EL PASO COUNTY, TEXAS**

**DATE ORDER ISSUED: MAY 7, 2020**

**WHEREAS**, on May 5, 2020, Texas Governor Greg Abbott announced plans to further re-open sectors of Texas effective May 8, 2020 and May 18, 2020; and

**WHEREAS**, this second amendment is intended to amend the County Judge's first amendment to Order No. 8 to align with Governor Abbott's Executive Orders No. 21 ("GA-21") and No. 22 ("GA-22") and the Governor's Open Texas Checklists, as revised; and

**WHEREAS**, this second amendment addresses services to be reopened on May 8, 2020 and May 18, 2020; businesses may not reopen until their respective reopen date as stated in this Order; and

**WHEREAS**, all other provisions in Order No. 8, including the first amendment to the same, that have not been amended shall remain in full force and effect; and

**NOW THEREFORE, I, COUNTY JUDGE FOR EL PASO COUNTY, TEXAS PURSUANT TO THE AUTHORITY VESTED BY TEXAS GOVERNMENT CODE CHAPTER 418, HEREBY FIND AND ORDER:**

1. That SECTION 2 (Restricted Activities), Paragraphs b, c, and d be amended to read as follows:

b. **County Facilities.** The following describe outdoor areas and activities that are closed and therefore restricted until further directed throughout El Paso County: all parks and recreational areas and facilities, including tennis courts, basketball courts, hike and bike trails, public swimming pools, water parks, splash pads, public museums and public libraries. The area near Socorro Independent School District Student Activities Complex ("SAC") located near 1300 Joe Battle Boulevard remains closed and is therefore restricted. The use of any type of recreational vehicle at any outdoor area listed in this paragraph is prohibited. For clarity, County parks will remain closed except for use of designated paths adjacent to streets, parks, or within public parks.

Due to limited staffing, weather conditions and continuing construction projects, Governor Abbott announced that some State parks, including the Franklin Mountains State Park shall remain closed until further directed by Texas State officials.

c. Individuals may engage in outdoor sports, provided that the sports **do not include** contact with other participants, and **no more than four participants** play the sport at any time. See **Exhibit F**, Minimum Standard Health Protocols for Outdoor Sports Participants, County Judge Order No. 8. For clarification, the use of all private and public golf courses, private tennis courts, County handball courts, fishing and kayaking is permitted provided that the guidelines in **Exhibit E**, County Judge Order No. 8 is followed.

- d. Bars, sexually oriented businesses, interactive amusement venues such as bowling alleys, video arcades, amusement parks, water parks, splash pads, massage establishments, tattoo studios, piercing studios **shall remain closed, except to the extent any of the businesses referenced in this Order offer reopened services permitted in Section 4, such as restaurant services, or carry on Minimum Basic Operations as defined in this Order.**

2. That SECTION 4 (Re-Opening of Businesses and Retail to Go), Paragraph a (Reopening of Businesses), sub-paragraph 2 be amended to read as follows:

2. The below businesses may operate as follows:
  - a. In store retail services, for retail establishments that operate at up to 25 percent of the total listed occupancy of the retail establishment. See **Exhibit G**, Minimum Standard Health Protocols for Retailers and Retail Customers, County Judge Order No. 8.
  - b. Dine-in restaurant services, for restaurants that operate at up to 25 percent of the total listed occupancy of the restaurant; provided, however, that (a) this applies only to restaurants that have less than 51 percent of their gross receipts from the sale of alcoholic beverages, (b) the occupancy limits do not apply to customers seated in outdoor areas of the restaurant; and (c) valet services are prohibited except for vehicles with placards or plates for disabled parking. See **Exhibit H**, Minimum Standard Health Protocols for Restaurants and Restaurant Customers, County Judge Order No. 8.
  - c. Movie theaters that operate at up to 25 percent of the total listed occupancy of any individual theater for any screening. See **Exhibit I**, Minimum Health Standard Protocols for Movie Theaters and Movie Theater Customers, County Judge Order No. 8.
  - d. Shopping malls that operate at up to 25 percent of the total listed occupancy of the shopping mall; provided, however, that within shopping malls, the **food court dining areas, play areas, and interactive displays and settings must remain closed**, until further ordered or directed.
  - e. Services provided by any individual working alone in an office, effective until 12:01 a.m. on Monday, May 18, 2020, when this single-office provision is superseded by the expanded office-based services provision. See **Exhibit J** for Minimum Standard Health Protocols for Single-Person Offices, County Judge Order No. 8 and **Exhibit U** for Minimum Standard Health Protocols for Office-Based Employees.
  - f. Golf course operations. See **Exhibit E** for Guidance on Golf Course Operations, County Judge Order No.
  - g. Local government operations, including county and municipal governmental operations relating to permitting, recordation, and document filing services, as determined by the local government.
  - h. Wedding venues and the services required to conduct weddings; provided, however, that for weddings held indoors other than at church, congregation, or house of worship, the facility may operate at up to 25 percent of the total listed occupancy of the facility. See **Exhibit M**. Minimum Standard Health Protocols for Wedding Venues and Wedding Attendees.
  - i. Wedding reception services, for facilities that operate at up to 25 percent of the total listed occupancy of the facility; provided, however, that the occupancy limits do not

apply to the outdoor areas of a wedding reception or to outdoor wedding receptions. See **Exhibit N**, Minimum Standard Health Protocols for Wedding Reception Venues and Wedding Reception Attendees.

- j. Cosmetology salons, hair salons, barber shops, nail salons/shops, and other establishments where licensed cosmetologists or barbers practice their trade; provided, however, that all such salons, shops, and establishments must ensure at least six feet of social distancing between operating work stations. See **Exhibit O**, Minimum Standard Health Protocols for Barber Shops and Barber Shop Customers, **Exhibit P**, Minimum Standard Health Protocols for Cosmetology/Hair Salons and Cosmetology/Hair Salon Customers, and **Exhibit Q**, Minimum Standard Health Protocols for Nail Salons/Shops and Nail Salon Customers.
  - k. Starting at 12:01 a.m. on Friday, May 8, 2020:
    - 1. Tanning salons; provided, however, that all such salons must ensure at least six feet of social distancing between operating work stations. See **Exhibit R**, Minimum Standard Health Protocols for Tanning Salons and Tanning Salon Customers.
    - 2. Swimming pools; provided, however, that (i) indoor swimming pools may operate at up to 25 percent of the total listed occupancy of the pool facility; (ii) and outdoor swimming pools may operate at up to 25 percent of normal operating limits as determined by the pool operator.
  - l. Starting at 12:01 a.m. on Monday, May 18, 2020:
    - 1. Services provided by office workers in offices that operate at up to the greater of (i) five individuals, or (ii) 25 percent of the total office workforce; provided, however, that the individuals maintain appropriate social distancing. See **Exhibit U** for Minimum Standard Health Protocols for Office-Based Employees.
    - 2. Non-essential manufacturing services, for facilities that operate at up to 25 percent of the total listed occupancy of the facility. Non-essential manufacturing services are those operations that do not fall under Section 7(n) or (u). See **Exhibit T** for Minimum Standard Health Protocols for Non-Essential Manufacturers.
    - 3. Gyms and exercise facilities and classes that operate at up to 25 percent of the total listed occupancy of the gym or exercise facility; provided, however, that locker rooms and shower facilities must remain closed, but restrooms may open. See **Exhibit S**: Minimum Standard Health Protocols for Gyms/Exercise Facilities and Gym/Exercise Facility Patrons.
  - m. For clarity, the conditions and limitations set forth above for reopened services shall not apply to Essential Services, Essential Government Functions, and Essential Businesses as described respectively in Section 5, 6 and 7 of this Order. The total listed occupancy limits described above refer to the maximum occupant load set by local law. For purposes of this Order, staff members are not counted in determining percentage operating levels, except for non-essential manufacturing service providers and services provided by office workers.
  - n. Such additional services as may be enumerated by future executive orders or proclamations by the Governor.
3. That SECTION 9 (Enforcement), be amended to read as follows:

Pursuant to Texas Government Code Section 418.173(b), it is an offense for an individual to violate a condition or restriction of any Order issued by the El Paso County Judge during the public health crisis/disaster. Said offense shall be a Class C Misdemeanor punishable by fine not to exceed \$500. No civil or criminal penalty shall be issued for failure to wear a face covering.

Any peace officer, including, but not limited to, officers of the El Paso County Sheriff's Office, the El Paso Police Department, and the Fire Marshal's Office, is hereby authorized to enforce the provisions of this Order in accordance with the authority granted under Chapter 418 of the Texas Government Code. To the extent allowed by law, this order may be enforced by any code enforcement officers, code compliance officers, or other similar designation, in the same manner that municipal codes and ordinances are enforced.

4. That SECTION 13 (Incorporation of Exhibits), be amended to revise the description and content of Exhibit K to add the Governor's Open Texas Checklist for Church/Worship Attendees. See **Exhibit K: Minimum Standard Health Protocols for Churches/Places of Worship and for Church/Worship Attendees**
5. That SECTION 13 (Incorporation of Exhibits), be amended to add the following Exhibits which are attached hereto and incorporated into the Second Amendment to County Judge Order No. 8 **and mandates** compliance therewith:

**Exhibit A:** Minimum Standard Health Protocols for All Individuals

**Exhibit B:** Special Guidance for Texans Over 65

**Exhibit C:** Face Covering Recommendations

**Exhibit D:** Recommendations for Nursing Facilities

**Exhibit E:** Golf/Tennis Guidelines

**Exhibit F:** Minimum Standard Health Protocols for Outdoor Sports Participants

**Exhibit G:** Minimum Standard Health Protocols for Retailers and Retail Customers

**Exhibit H:** Minimum Standard Health Protocols for Restaurants and Restaurant Customers

**Exhibit I:** Minimum Standard Health Protocols for Movie Theaters and Movie Theater Customers

**Exhibit J:** Minimum Standard Health Protocols for Single- Person Offices

**Exhibit K:** Minimum Standard Health Protocols for Churches/Places of Worship

**Exhibit L:** Supreme Court of Texas 12<sup>th</sup> Emergency Order Regarding COVID-19 State of Disaster

**Exhibit M:** Minimum Standard Health Protocols for Wedding Venues and Wedding Attendees

**Exhibit N:** Minimum Standard Health Protocols for Wedding Reception Venues and Wedding Reception Attendees

**Exhibit O:** Minimum Standard Health Protocols for Barber Shops and Barber Shop Customers

**Exhibit P:** Minimum Standard Health Protocols for Cosmetology/Hair Salons and Cosmetology/Hair Salon Customers

**Exhibit Q:** Minimum Standard Health Protocols for Nail Salons/Shops and Nail Salon Customers

**Exhibit R:** Minimum Standard Health Protocols for Tanning Salons and Tanning Salon Customers

**Exhibit S:** Minimum Standard Health Protocols for Gyms/Exercise Facilities and Gym/Exercise Facility Patrons

**Exhibit T:** Minimum Standard Health Protocols for Non-Essential Manufacturers

**Exhibit U:** Minimum Standard Health Protocols for Office-Based Employees

6. **Exhibits.** Any reference in the Order, as amended, to “Exhibits”, shall mean that Exhibit, as amended by the Governor, and as available at <https://gov.texas.gov/organization/opentexas>, when applicable.
7. **Except as amended in this Order, the April 29, 2020, County Judge Order No. 8, and April 30, 2020 First Amendment to the same, shall otherwise remain in full force and effect unless superseded by a conflicting state or federal law or order.**
8. Except as specifically stated herein, this Amendment 2 shall take effect immediately.

**ORDERED this the 7<sup>th</sup> day of May, 2020.**

**COUNTY OF EL PASO, TEXAS**



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Ricardo A .Samaniego,  
El Paso County Judge

**Exhibit K**  
**Minimum Standard Health Protocols for Churches/Places of  
Worship and Church/Worship Attendees**

**as Outlined by the**  
**Governor's Report to Open Texas Issued on**  
**Monday, April 27, 2020**  
**and as revised on May 5, 2020**

The Office of the Attorney General and the Office of the Governor have been providing joint guidance regarding the effect of executive orders on religious services conducted in churches, congregations, and places of worship. Below is an excerpt from the joint guidance for executive order GA-18, issued on April 27, 2020. **The same minimum standard health protocols would apply to funeral services, burials, and memorials.**

In accordance with Governor Abbott's executive order GA-18, the following are the minimum recommended health protocols for all churches, congregations, and places of worship in Texas. Churches, congregations, and places of worship may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans. The same minimum standard health protocols would apply to funeral services, burials, and memorials.

We know now that the virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Churches, congregations, and places of worship should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Churches, congregations, and places of worship should also be mindful of federal and state employment laws and workplace safety standards.

**Health protocols for serving your attendees:**

- Strongly encourage the at-risk population (those who are 65 or older, especially those with chronic lung disease; moderate to severe asthma; chronic heart disease; severe obesity; diabetes; chronic kidney disease undergoing dialysis; liver disease; or weakened immune system) to watch or participate in the service remotely.

- Designate an area inside the facility reserved for the at-risk population, or offer a service for at-risk population attendees only.
- Ensure proper spacing between attendees:
  - Keep at least two empty seats (or six feet separation) between parties in any row, except as follows:
    - Two or more members of the same household can sit adjacent to one another, with two seats (or six feet separation) empty on either side.
    - Two individuals who are not members of the same household but who are attending together can sit adjacent to one another, with two seats (or six feet separation) empty on either side.
- Alternate rows between attendees (every other row left empty).

**Health protocols for your employees and volunteers:**

- Train all employees and volunteers on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.
- Screen employees and volunteers before coming into the church, congregation, or place of worship:
  - Send home any employee or volunteer who has any of the following new or worsening signs or symptoms of possible COVID-19:
    - Cough
    - Shortness of breath or difficulty breathing
    - Chills
    - Repeated shaking with chills
    - Muscle pain
    - Headache
    - Sore throat
    - Loss of taste or smell
    - Diarrhea
    - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
    - Known close contact with a person who is lab confirmed to have COVID-19

**Do not** allow employees or volunteers with the new or worsening signs or symptoms listed above to return to work until:

- In the case of an employee or volunteer who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed *since recovery* (resolution of fever without the use of fever-reducing medications); and the individual has improvement in respiratory symptoms (e.g., cough, shortness of breath); and at least 7 days have passed *since symptoms first appeared*; or
- In the case of an employee or volunteer who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or

- If the employee or volunteer has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
- Do not allow an employee or volunteer with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).
- Have employees or volunteers wash or sanitize their hands upon entering.
- Have employees or volunteers maintain at least 6 feet separation from other individuals. If such distancing is not feasible, then other measures including face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Consistent with the actions taken by many churches, congregations, and places of worship across the state, consider having employees, volunteers, and attendees wear cloth face coverings (over the nose and mouth). If available, they should consider wearing non-medical grade face masks.

**Health protocols for your facilities:**

- Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, chairs, and restrooms.
- Disinfect seats between services.
- Disinfect any items that come into contact with attendees.
- Maintain hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available.
- Place readily visible signage to remind everyone of best hygiene practices.
- If a church or place of worship provides meals for employees, volunteers, or attendees, they are recommended to have the meals individually packed for each employee, volunteer, or attendee.
- Maintain rigorous sanitation practices like disinfection, handwashing, and cleanliness when preparing or serving anything edible.

**Church/Worship Attendees**

Below is adapted from the latest joint guidance provided by the Office of the Attorney General and the Office of the Governor for religious services conducted in churches, congregations, and places of worship. The same minimum standard health protocols would apply to funeral services, burials, and memorials.

The following are the minimum recommended health protocols for all individuals attending churches, congregations, and places of worship in Texas. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become

seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

### **Health protocols for individuals:**

- Maintain at least 6 feet separation from other individuals not within the same household. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Keep at least two empty seats (or six feet separation) between parties in any row, except as follows:
  - Two or more members of the same household can sit adjacent to one another, with two seats (or six feet separation) empty on either side.
  - Two individuals who are not members of the same household but who are attending together can sit adjacent to one another, with two seats (or six feet separation) empty on either side
- Self-screen before going into a church, congregation, or place of worship for any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19
  - Wash or disinfect hands upon entering a church, congregation, or place of worship and after any interaction with employees, volunteers, other customers, or items in the church, congregation, or place of worship.
  - Consistent with the actions taken by many individuals across the state, consider wearing cloth face coverings (over the nose and mouth) when entering a church, congregation, or place of worship, or when within 6 feet of another person who is not a member of the individual's household. If available, individuals should consider wearing non-medical grade face masks.

Individuals ages 65 or older are at a higher risk of COVID-19. To the extent possible, avoid contact within 6 feet with individuals aged 65 and older. Individuals aged 65 and older should stay at home as much as possible.

# **Exhibit M**

## **Minimum Standard Health Protocols for Wedding Reception Venues and Wedding Reception Attendees**

**as Outlined by the  
Governor's Open Texas Checklist**

**Published May 5, 2020**

A wedding reception held in a restaurant should follow the restaurant protocols. Wedding reception services held at other indoor locations are limited to 25% of the facility's total listed occupancy. Wedding receptions held outside are strongly recommended and are not subject to an occupancy limit. Employees and contractors of the wedding reception venue are not counted towards the 25% occupancy limitation.

The following are the minimum recommended health protocols for all wedding reception venues choosing to operate in Texas. Those venues may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, contractors, and attendees.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Wedding reception venues should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Those venues should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

### **Health protocols for serving your attendees:**

- Parties maintain at least 6 feet distance apart from other parties at all times, including while waiting to be seated at the reception.
- Make a hand sanitizing station available upon entry to the reception.
- No tables of more than 6 people.
- Dining:
  - Do not leave condiments, silverware, flatware, glassware, or other traditional tabletop items on an unoccupied table
  - Provide condiments only upon request, and in single use (non-reusable) portions.
  - Use disposable menus (new for each patron)

- If a buffet is offered, venue employees and/or contractors serve the food to attendees.

**Health protocols for your employees and contractors:**

- Train all employees and contractors on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.
- Screen employees and contractors before coming into the venue:
  - Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:
    - Cough
    - Shortness of breath or difficulty breathing
    - Chills
    - Repeated shaking with chills
    - Muscle pain
    - Headache
    - Sore throat
    - Loss of taste or smell
    - Diarrhea
    - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
    - Known close contact with a person who is lab confirmed to have COVID-19
  - Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until:
    - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or
    - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
    - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
  - Do not allow an employee or contractor with known close contact to a person who is lab confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).

- Have employees and contractors wash or sanitize their hands upon entering the venue, and between interactions with attendees.
- Have employees and contractors maintain at least 6 feet separation from other individuals. If such distancing is not feasible, measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Consistent with the actions taken by many businesses across the state, consider having all employees and contractors wear cloth face coverings (over the nose and mouth). If available, employees should consider wearing non-medical grade face masks.

### **Health protocols for your facilities:**

- Consider having an employee or contractor manage and control access to the venue, including opening doors to prevent attendees from touching door handles.
- Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, and chairs.
- Regularly and frequently clean restrooms and document the cleanings.
- Disinfect any items that come into contact with attendees.
- Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available to employees, contractors, and attendees.
- Place readily visible signage at the venue to remind everyone of best hygiene practices.
- Clean and disinfect the area used for dining (table, etc.) after each group of attendees depart, including the disinfecting of tables, chairs, stalls, and countertops.
- Clean and sanitize the venue daily.
- For venues with more than 10 employees or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the venue are being successfully implemented and followed.

### **Wedding Reception Attendees**

The following are the minimum recommended health protocols for all wedding reception attendees in Texas. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

### **Health protocols for wedding reception attendees:**

- Maintain at least 6 feet separation from other individuals not within the same party. If such distancing is not feasible, other measures such as face covering when not sitting at the table, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Self-screen before going into the reception for any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19
- Wash or disinfect hands upon entering a reception and after any interaction with employees, other attendees, or items in the venue.
- No tables of more than 6 people.
- Consistent with the actions taken by many individuals across the state, consider wearing cloth face coverings (over the nose and mouth) when not at the table, or when within 6 feet of another person who is not a member of the individual's household. If available, individuals should consider wearing non-medical grade face masks.
- Individuals aged 65 or older are at a higher risk of COVID-19. To the extent possible, avoid contact within 6 feet with individuals aged 65 and older. Individuals aged 65 and older should stay at home as much as possible.

# **Exhibit N**

## **Minimum Standard Health Protocols for Wedding Reception Venues and Wedding Reception Attendees**

**as Outlined by the  
Governor's Open Texas Checklist**

**Published May 5, 2020**

Wedding venues and the services required to conduct weddings may operate. Outdoor venues should be used when possible. Weddings held inside a facility other than a church are limited to 25% of the total listed occupancy of the facility. Employees and contractors of the wedding venue are not counted towards the 25% occupancy limitation.

The following are the minimum recommended health protocols for weddings in Texas. Wedding venues may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

We know now that the virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Wedding venues should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Wedding venues should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

### **Health protocols for serving your attendees:**

- Strongly encourage the at-risk population to watch or participate in the service remotely.
- Designate an area inside the venue reserved for the at-risk population.
- Ensure proper spacing between attendees:
- Keep at least two empty seats (or six feet separation) between parties in any row, except as follows:
  - Two or more members of the same household can sit adjacent to one another, with two seats (or six feet separation) empty on either side.
  - Two individuals who are not members of the same household but who are attending together can sit adjacent to one another, with two seats (or six feet separation) empty on either side.
- Alternate rows between attendees (every other row left empty).

## **Health protocols for your employees, contractors, and volunteers:**

- Train all employees, contractors, and volunteers on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.
- Screen employees, contractors, and volunteers before coming into the church, congregation, or place of worship:
- Send home any employee, contractor, or volunteer who has any of the following new or
- worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19
- Do not allow employees, contractors, or volunteers with new or worsening signs or symptoms listed above to return to work until:
  - In the case of an employee, contractor, or volunteer who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or
  - In the case of an employee, contractor, or volunteer who has symptoms that could be COVID19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
  - If the employee, contractor, or volunteer has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
- Do not allow an employee, contractor, or volunteer with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).
- Have employees, contractors, and volunteers wash or sanitize their hands upon entering.
- Have employees, contractors, and volunteers maintain at least 6 feet separation from other individuals. If such distancing is not feasible, then other measures including face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.

- Consistent with the actions taken by many businesses across the state, consider having employees, contractors, and attendees wear cloth face coverings (over the nose and mouth). If available, they should consider wearing non-medical grade face masks.

**Health protocols for your facilities:**

- Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, chairs, and restrooms.
- Disinfect seats before and after services.
- Disinfect any items that come into contact with attendees.
- Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available.
- Place readily visible signage to remind everyone of best hygiene practices.
- For wedding venues with more than 10 employees and/or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the venue are being successfully implemented and followed.

**Wedding Attendees**

The following are the minimum recommended health protocols for all individuals attending weddings in Texas. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

**Health protocols for individuals:**

- Maintain at least 6 feet separation from other individuals not within the same household. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Keep at least two empty seats (or six feet separation) between parties in any row, except as follows:
  - Two or more members of the same household can sit adjacent to one another, with two seats (or six feet separation) empty on either side.

- Two individuals who are not members of the same household but who are attending together can sit adjacent to one another, with two seats (or six feet separation) empty on either side.
- Self-screen before going into a business for any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19
- Wash or disinfect hands upon entering the wedding venue and after any interaction with employees, other customers, or items in the venue.
- Consistent with the actions taken by many individuals across the state, consider wearing cloth face coverings (over the nose and mouth) when entering the wedding venue, or when within 6 feet of another person who is not a member of the individual's household. If available, individuals should consider wearing non-medical grade face masks.
- Individuals aged 65 or older are at a higher risk of COVID-19. To the extent possible, avoid contact within 6 feet with individuals aged 65 and older. Individuals aged 65 and older should stay at home as much as possible.

## Exhibit O

### Minimum Standard Health Protocols for Minimum Standard Health Protocols for Barber Shops and Barber Shop Customers

as Outlined by the

Governor's Open Texas Checklist

Published May 5, 2020

Effective May 8, 2020, barber shops may operate provided they can ensure at least 6 feet social distancing between operating workstations. Because of the proximity between individuals in these facilities, stringent compliance with these protocols is strongly recommended.

The following are the minimum recommended health protocols for barber shops choosing to operate in Texas. Barber shops may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, independent contractors, and customers.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Barber shops should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Barber shops should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

#### **Getting barber shop, employees, and contractors ready to open:**

- Start by first offering less complex and time-consuming services such as haircutting and shaving services.
- Notify employees and contractors of all COVID-19 processes and procedures and require them to sign a statement acknowledging, they understand and will adhere to the guidelines.
- Screen employees and contractors before coming into the barber shop.
- Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain

- Headache
    - Sore throat
    - Loss of taste or smell
    - Diarrhea
    - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
    - Known close contact with a person who is lab confirmed to have COVID-19
  - Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until:
    - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or
    - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
    - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
  - Do not allow an employee or contractor with known close contact to a person who is lab confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for health care workers and critical infrastructure workers).
- Consider implementing a similar policy for clients.
  - For temperature checks, the preferred method is a no-contact thermometer, such as a forehead thermometer, if possible.
  - Do not use a contact thermometer on multiple persons without disposable guards or disinfection between persons.
- Provide resources and a work environment that promote personal hygiene. For example, provide tissues, hand soap, alcohol-based hand sanitizers containing at least 60 percent alcohol, disinfectants, and disposable towels for licensees to clean their work surfaces.
- Disinfectants must come from this list: <https://www.epa.gov/pesticide-registration/list-ndisinfectants-use-against-sars-cov-2>
- Provide a place to wash hands with both hot and cold water with hand soap, disposable towels, and a no-touch trash can.
- Before an appointment:
- Appointments should be scheduled to limit the amount of people in the shop.
- Walk-in clients should wait either in their own cars or outside with at least six feet separation between individuals.
- Do not allow clients to bring extra people to the appointment, such as children.

- Only schedule the number of clients that will allow for social distancing of at least six feet from others.
- A sign should be posted at the entrance to the shop with a phone number that clients should call to schedule an appointment when they arrive outside the shop.
- Only bring clients into the building when the licensee is ready for them, to eliminate anyone needing to spend any time in the lobby or waiting area.
- Remove all unnecessary items such as magazines from the lobby or waiting area.
- Contactless payment is encouraged. Where not available, contact should be minimized.
- Signs should be posted at each entrance and eye-level at stations notifying clients that people with symptoms of COVID-19 or who have recently been exposed to someone with symptoms must reschedule their appointment.
- Do not provide services to a client if you have reason to believe that they are sick or have a contagious condition.
- If possible, provide face coverings for clients or ask them to wear one if services can be provided with it on.

**Once inside the barber shop:**

- Do not let clients touch/handle retail supplies.
- Require all clients to wash their hands upon entering the shop and before each treatment.
- Take measures to ensure that clients do not interact with each other in the shop.
- Face masks or fabric face coverings should always be worn by employers, employees, contractors, and clients while inside the salon/shop, even if individuals are practicing social distancing.
- Clients receiving services for which a mask may not be worn (shaving) should wear a mask or face covering before and after they receive the service.

**Providing services:**

- If gloves cannot be worn for a service, then hands must be washed with soap and water prior to providing services. Hands must be washed for a minimum of 20 seconds.
- If at any time an employee or contractor touches their face, nose, eyes, cell phone, door, credit card machine or any surface they have not sanitized, they must immediately change their gloves or rewash hands with soap and water.
- Use disposable supplies to keep from having to handle and disinfect multi-use supplies.
- Use disposable towels when possible and dispose of them after use.

**Continue to service clients with the cleaning and sanitation you already practice:**

- If gloves are worn, they must be removed and properly disposed of immediately upon completion of the service.
- All surfaces must be wiped down and sanitized between use including computers, landline phones, etc.
- Full sanitization of workstations, shampoo bowls, chairs, etc., must occur after each client. This includes a complete wipe down with disinfectant cleaners or wipes of all surfaces touched and products used.
- Multi-use equipment and tools must be cleaned and disinfected before use on each client.
- Single-use equipment and tools must be discarded after use on a single client.

- Electrical equipment that cannot be immersed in liquid shall be wiped clean and disinfected before use on each client.
- All clean and disinfected tools and materials shall be stored in a clean, dry, debris free environment when not in use.
- Clean and disinfected tools and materials must be stored separate from soiled tools and materials.
- Ultraviolet electrical sanitizers are acceptable for use as a dry storage container. Non-barber related supplies must be stored in separate drawers or locations.
- Shampoo bowls and manicure tables shall be disinfected prior to use for each client.
- Floors shall be thoroughly cleaned each day. Hair cuttings must be swept up and deposited in a closed receptacle. Cosmetologists need to sweep up after each haircut.
- All trash containers must be emptied daily and kept clean by washing or using plastic liners.
- Non-disposable towels used during services must be immediately removed and placed in a disposable laundry receptacle (such as a bag that is discarded after use) at the conclusion of the service.
- If the salon uses a laundry basket or reusable bag, it must be sanitized between uses and should never be used for clean towels/capes.
- Towels must be washed in hot water and chlorine bleach and only clean towels shall be used on clients.
- Clean towels should only be handled by someone who has cleaned their hands immediately before touching the towels or someone who has a fresh pair of gloves.
- All on-site laundry rooms or laundry storage rooms must be fully sanitized daily.

**Additional items:**

- If an employee or contractor tests positive for COVID-19, immediately report that to the local health authority and provide notification to employees, contractors, and clients. The notification may be made via phone call, e-mail, or text. The notification to the local health authority and to employees, contractors, and clients must occur no later than 24 hours of receiving information of a positive test result.

**Barber Shop Customers**

The following are the minimum recommended health protocols for all barber shop customers. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

**Health protocols for customers:**

- Consistent with the actions taken by many individuals across the state, and because of the close proximity between individuals inside barber shops, consider wearing cloth face coverings (over the nose and mouth) except when it interferes with the service being provided. If available, individuals should consider wearing non-medical grade face masks. Wearing a mask is of utmost importance because of the close proximity between individuals in these settings.
- Maintain at least 6 feet separation from other individuals. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Self-screen before going into a barber shop for any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit.
  - Known close contact with a person who is lab confirmed to have COVID-19
- Wash or disinfect hands upon entering a barber shop and after any interaction with employees, contractors, other customers, or items in the nail salon.
- Wash or sanitize hands after the payment process.

Individuals aged 65 or older are at a higher risk of COVID-19. To the extent possible, avoid contact within 6 feet with individuals aged 65 and older. Individuals aged 65 and older should stay at home as much as possible.

**Exhibit P**  
**Minimum Standard Health Protocols for Cosmetology/Hair Salons  
and Cosmetology/Hair Salon Customers**  
**as Outlined by the**  
**Governor’s Open Texas Checklist**  
**Published May 5, 2020**

Effective May 8, 2020, cosmetology salons may operate provided they can ensure at least 6 feet social distancing between operating workstations. Because of the proximity between individuals in these facilities, stringent compliance with these protocols is strongly recommended.

The following are the minimum recommended health protocols for cosmetology salons choosing to operate in Texas. Cosmetology salons may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, independent contractors, and customers.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Cosmetology salons should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Cosmetology salons should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

**Getting cosmetology salon, employees, and contractors ready to open:**

- Start by first offering less complex and time-consuming services such as haircutting services.
- Notify employees and contractors of all COVID-19 processes and procedures and require them to sign a statement acknowledging they understand and will adhere to the guidelines.
- Screen employees and contractors before coming into the cosmetology salon:
  - Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:
    - Cough
    - Shortness of breath or difficulty breathing
    - Chills

- Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19
- Do not allow employees or contractors with new or worsening signs or symptoms listed above to:
  - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or
  - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
  - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
- Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for health care workers and critical infrastructure workers).
- Consider implementing a similar policy for clients.
  - For temperature checks, the preferred method is a no-contact thermometer, such as a forehead thermometer, if possible.
  - Do not use a contact thermometer on multiple persons without disposable guards or disinfection between persons.
- Provide resources and a work environment that promote personal hygiene. For example, provide tissues, hand soap, alcohol-based hand sanitizers containing at least 60 percent alcohol, disinfectants, and disposable towels for licensees to clean their work surfaces.
- Disinfectants must come from this list: <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>.
- Provide a place to wash hands with both hot and cold water with hand soap, disposable towels, and a no touch trash can.

**Before an appointment:**

- Appointments should be scheduled to limit the amount of people in the salon.
- Walk-in clients should wait either in their own cars or outside with at least six feet separation between individuals.
- Do not allow clients to bring extra people to the appointment, such as children.

### **Cosmetology/Hair Salon Customers**

The following are the minimum recommended health protocols for all cosmetology salon customers. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

### **Health protocols for customers:**

- Consistent with the actions taken by many individuals across the state, and because of the close proximity between individuals inside cosmetology salons, consider wearing cloth face coverings (over the nose and mouth) except when it interferes with the service being provided. If available, individuals should consider wearing non-medical grade face masks. Wearing a mask is of utmost importance because of the close proximity between individuals in these settings.
- Maintain at least 6 feet separation from other individuals. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Self-screen before going into a cosmetology salon for any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat

- Loss of taste or smell
- Diarrhea
- Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
- Known close contact with a person who is lab confirmed to have COVID-19
- Wash or disinfect hands upon entering a cosmetology salon and after any interaction with employees, contractors, other customers, or items in the cosmetology salon.
- Wash or sanitize hands after the payment process.

Individuals aged 65 or older are at a higher risk of COVID-19. To the extent possible, avoid contact within 6 feet with individuals aged 65 and older. Individuals aged 65 and older should stay at home as much as possible.

## **Exhibit Q**

# **Minimum Standard Health Protocols for Nail Salons/Shops and Nail Salon Customers**

**as Outlined by the**

**Governor's Open Texas Checklist**

**Published May 5, 2020**

Effective May 8, 2020, nail salons/shops may operate provided they can ensure at least 6 feet social distancing between operating workstations. Because of the proximity between individuals in these facilities, stringent compliance with these protocols is strongly recommended.

The following are the minimum recommended health protocols for nail salons/shops choosing to operate in Texas. Nail salons/shops may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, independent contractors, and customers.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Nail salons/shops should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Nail salons/shops should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

### **Getting nail salon/shop, employees, and contractors ready to open:**

- Notify employees and contractors of all COVID-19 processes and procedures and require them to sign a statement acknowledging they understand and will adhere to the guidelines.
- Screen employees and contractors before coming into the nail salon:
  - Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:
    - Cough
    - Shortness of breath or difficulty breathing
    - Chills
    - Repeated shaking with chills
    - Muscle pain

- Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19
- Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until:
  - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or
  - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
  - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
  - Do not allow an employee or contractor with known close contact to a person who is lab confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for health care workers and critical infrastructure workers).
- Consider implementing a similar policy for clients.
  - For temperature checks, the preferred method is a no-contact thermometer, such as a forehead thermometer, if possible.
  - Do not use a contact thermometer on multiple persons without disposable guards or disinfection between persons.
- Provide resources and a work environment that promote personal hygiene. For example, provide tissues, hand soap, alcohol-based hand sanitizers containing at least 60 percent alcohol, disinfectants, and disposable towels for licensees to clean their work surfaces.
- Disinfectants must come from this list: <https://www.epa.gov/pesticide-registration/list-nodisinfestants-use-against-sars-cov-2>.
- Provide a place to wash hands with both hot and cold water with hand soap, disposable towels, and a no-touch trash can.

**Before an appointment:**

- Appointments should be scheduled to limit the amount of people in the salon/shop.
- Walk-in clients should wait either in their own cars or outside with at least six feet separation between individual.
- Do not allow clients to bring extra people to the appointment, such as children.
- Only schedule the number of clients that will allow for social distancing of at least six feet from others.
- A sign should be posted at the entrance to the salon/shop with a phone number that clients should call to schedule an appointment when they arrive outside the salon/shop.
- Only bring clients into the building when the licensee is ready for them, to eliminate anyone needing to spend any time in the lobby or waiting area.
- Remove all unnecessary items such as magazines from the lobby or waiting area.
- Contactless payment is encouraged. Where not available, contact should be minimized.
- Signs should be posted at each entrance and eye-level at stations notifying clients that people with symptoms of COVID-19 or who have recently been exposed to someone with symptoms must reschedule their appointment.
- Do not provide services to a client if you have reason to believe that they are sick or have a contagious condition.

**Once inside the nail salon/shop:**

- Do not let clients touch/handle retail supplies, such as nail polish when selecting colors.
- Require all clients to wash their hands upon entering the salon/shop and before each treatment.
- Take measures to ensure that clients do not interact with each other in the salon/shop.
- Face masks or fabric face coverings should always be worn by employers, employees, contractors, and clients while inside the salon/shop, even if individuals are practicing social distancing.

**Providing services:**

- If gloves cannot be worn for a service, then hands must be washed with soap and water prior to providing services. Hands must be washed for a minimum of 20 seconds.
- If at any time an employee or contractor touches their face, nose, eyes, cell phone, door, credit card machine or any surface they have not sanitized, they must immediately change their gloves or rewash hands with soap and water.
- Use disposable supplies to keep from having to handle and disinfect multi-use supplies.
- Use disposable towels when possible and dispose of them after use.
- Continue to service clients with the cleaning and sanitation you already practice.
- If gloves are worn, they must be removed and properly disposed of immediately upon completion of the service.

- All surfaces must be wiped down and sanitized between use including computers, landline phones, etc.
- Full sanitization of workstations, chairs, etc., must occur after each client. This includes a complete wipe down with disinfectant cleaners or wipes of all surfaces touched and products used.
- Multi-use equipment and tools must be cleaned and disinfected before use on each client.
- Single-use equipment and tools must be discarded after use on a single client.
- Electrical equipment that cannot be immersed in liquid shall be wiped clean and disinfected before use on each client.
- All clean and disinfected tools and materials shall be stored in a clean, dry, debris free environment when not in use.
- Clean and disinfected tools and materials must be stored separate from soiled tools and materials.
- Ultraviolet electrical sanitizers are acceptable for use as a dry storage container. Non-cosmetology or barbering related supplies must be stored in separate drawers or locations.
- Manicure tables shall be disinfected prior to use for each client.
- Floors shall be thoroughly cleaned each day.
- All trash containers must be emptied daily and kept clean by washing or using plastic liners.
- Non-disposable towels used during services must be immediately removed and placed in a disposable laundry receptacle (such as a bag that is discarded after use) at the conclusion of the service.
- If the salon/shop uses a laundry basket or reusable bag, it must be sanitized between uses and should never be used for clean towels/capes.
- Towels must be washed in hot water and chlorine bleach and only clean towels shall be used on clients.
- Clean towels should only be handled by someone who has cleaned their hands immediately before touching the towels or someone who has a fresh pair of gloves.
- All on-site laundry rooms or laundry storage rooms must be fully sanitized daily.

**Additional items:**

- If an employee or contractor tests positive for COVID-19, immediately report that to the local health authority and provide notification to employees, contractors, and clients. The notification may be made via phone call, e-mail, or text. The notification to the local health authority and to employees, contractors, and clients must occur no later than 24 hours of receiving information of a positive test result.

**Exhibit R**  
**Minimum Standard Health Protocols for Tanning Salons and  
Tanning Salon Customers**  
**as Outlined by the**  
**Governor’s Open Texas Checklist**  
**Published May 5, 2020**

Effective May 8, 2020, tanning salons may operate provided they can ensure at least 6 feet social distancing between operating workstations. Because of the proximity between individuals in these facilities, stringent compliance with these protocols is strongly recommended.

The following are the minimum recommended health protocols for tanning salons choosing to operate in Texas. Tanning salons may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, independent contractors, and customers.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Tanning salons should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Tanning salons should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

**Getting tanning salon, employees, and contractors ready to open:**

- Notify staff of all COVID-19 processes and procedures and require them to sign a statement acknowledging they understand and will adhere to the guidelines.
- Screen employees and contractors before coming into the nail salon:
  - Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:
    - Cough
    - Shortness of breath or difficulty breathing
    - Chills
    - Repeated shaking with chills
    - Muscle pain

- Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19
- Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until:
  - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or
  - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
  - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
- Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for health care workers and critical infrastructure workers).
- Consider implementing a similar policy for clients.
  - For temperature checks, the preferred method is a no-contact thermometer, such as a forehead thermometer, if possible.
  - Do not use a contact thermometer on multiple persons without disposable guards or disinfection between persons.
- Provide resources and a work environment that promote personal hygiene. For example, provide tissues, hand soap, alcohol-based hand sanitizers containing at least 60 percent alcohol, disinfectants, and disposable towels for licensees to clean their work surfaces.
- Disinfectants must come from this list: <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>
- Provide a place to wash hands with both hot and cold water with hand soap, disposable towels, and a no touch trash can.

**Before an appointment:**

- Appointments should be scheduled to limit the amount of people in the salon.
- Walk-in clients should wait either in their own cars or outside with at least six feet separation between individuals.
- Do not allow clients to bring extra people to the appointment, such as children.
- Only schedule the number of clients that will allow for social distancing of at least six feet from others.
- A sign should be posted at the entrance to the salon with a phone number that clients should call to schedule an appointment when they arrive outside the salon.
- Only bring clients into the building when the licensee is ready for them, to eliminate anyone needing to spend any time in the lobby or waiting area.
- Remove all unnecessary items such as magazines from the lobby or waiting area.
- Contactless payment is encouraged. Where not available, contact should be minimized.
- Signs should be posted at each entrance and eye-level at stations notifying clients that people with symptoms of COVID-19 or who have recently been exposed to someone with symptoms must reschedule their appointment.
- Do not provide services to a client if you have reason to believe that they are sick or have a contagious condition.
- If possible, provide face coverings for clients or ask them to wear one if services can be provided with it on.

**Once inside the tanning salon:**

- Do not let clients touch/handle retail supplies.
- Require all clients to wash their hands upon entering the salon and before each treatment.
- Take measures to ensure that clients do not interact with each other in the salon.
- Face masks or fabric face coverings should always be worn by employers, employees, contractors, and clients while inside the salon/shop, even if individuals are practicing social distancing.
- Clients receiving services for which a mask may not be worn should wear a mask or face covering before and after they receive the service.

**Providing services:**

- If gloves cannot be worn for a service, then hands must be washed with soap and water prior to providing services. Hands must be washed for a minimum of 20 seconds.
- If at any time an employee or contractor touches their face, nose, eyes, cell phone, door, credit card machine or any surface they have not sanitized, they must immediately change their gloves or rewash hands with soap and water.
- Use disposable supplies to keep from having to handle and disinfect multi-use supplies.
- Use disposable towels when possible and dispose of them after use.
- Continue to service clients with the cleaning and sanitation you already practice:

- If gloves are worn, they must be removed and properly disposed of immediately upon completion of the service.
- All surfaces must be wiped down and sanitized between use including computers, landline phones, etc.
- Full sanitization of workstations, chairs, etc., must occur after each client. This includes a complete wipe down with disinfectant cleaners or wipes of all surfaces touched and products used.
- Multi-use equipment and tools must be cleaned and disinfected before use on each client.
- Single-use equipment and tools must be discarded after use on a single client.
- Electrical equipment that cannot be immersed in liquid shall be wiped clean and disinfected before use on each client.
- All clean and disinfected tools and materials shall be stored in a clean, dry, debris free environment when not in use.
- Clean and disinfected tools and materials must be stored separate from soiled tools and materials.
- Ultraviolet electrical sanitizers are acceptable for use as a dry storage container. Non-tanning related supplies must be stored in separate drawers or locations.
- Floors shall be thoroughly cleaned each day.
- All trash containers must be emptied daily and kept clean by washing or using plastic liners.
- Non-disposable towels used during services must be immediately removed and placed in a disposable laundry receptacle (such as a bag that is discarded after use) at the conclusion of the service.
- If the salon uses a laundry basket or reusable bag, it must be sanitized between uses and should never be used for clean towels.
- Towels must be washed in hot water and chlorine bleach and only clean towels shall be used on clients.
- Clean towels should only be handled by someone who has cleaned their hands immediately before touching the towels or someone who has a fresh pair of gloves.
- All on-site laundry rooms or laundry storage rooms must be fully sanitized daily.

**Additional items:**

- If an employee or contractor tests positive for COVID-19, immediately report that to the local health authority and provide notification to employees, contractors, and clients. The notification may be made via phone call, e-mail, or text. The notification to the local health authority and to employees, contractors, and clients must occur no later than 24 hours of receiving information of a positive test result.

## **Tanning Salon Customers**

The following are the minimum recommended health protocols for all tanning salon customers. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

### **Health protocols for customers:**

- Consistent with the actions taken by many individuals across the state, and because of the close proximity between individuals inside tanning salons, consider wearing cloth face coverings (over the nose and mouth) except when it interferes with the service being provided. If available, individuals should consider wearing non-medical grade face masks. Wearing a mask is of utmost importance because of the close proximity between individuals in these settings.
- Maintain at least 6 feet separation from other individuals. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Self-screen before going into a tanning salon for any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19
- Wash or disinfect hands upon entering a tanning salon and after any interaction with employees, contractors, other customers, or items in the tanning salon.

- Wash or sanitize hands after the payment process.
- Individuals aged 65 or older are at a higher risk of COVID-19. To the extent possible, avoid contact within 6 feet with individuals aged 65 and older. Individuals aged 65 and older should stay at home as much as possible.

# **Exhibit S**

## **Minimum Standard Health Protocols for Gyms/Exercise Facilities and Gym/Exercise Facility Patrols**

as Outlined by the  
**Governor's Open Texas Checklist**  
**Published May 5, 2020**

Effective May 18, 2020, gyms and exercise facilities and classes may operate up to 25% of the total listed occupancy of the gym or exercise facility. Locker rooms and shower facilities must remain closed, but restrooms may be open. Employees and contractors of the gym or exercise facility are not counted towards the 25% occupancy limitation.

The following are the minimum recommended health protocols for all gyms and exercise facilities and classes, whether indoor, outdoor, individual, or group, choosing to operate in Texas. Gyms and exercise facilities and classes may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, contractors, and customers.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Gym and exercise facilities will protect health and support economic revitalization. Gyms and exercise facilities and classes should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

### **Health protocols for your employees and contractors:**

- Train all employees and contractors on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.
- Screen employees and contractors before coming into the gym or exercise facility or class:
  - Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:
    - Cough
    - Shortness of breath or difficulty breathing
    - Chills
    - Repeated shaking with chills

- Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
- Known close contact with a person who is lab confirmed to have COVID-19
  - Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until:
    - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or
    - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
    - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
  - Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).
- Have employees and contractors wash or sanitize their hands upon entering the gym or exercise facility.
- Have employees and contractors maintain at least 6 feet separation from other individuals. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- If a gym or exercise facility or class provides a meal for employees and/or contractors, the gym or exercise facility is recommended to have the meal individually packed for each individual.
- Consistent with the actions taken by many employers across the state, consider having all employees and contractors wear cloth face coverings (over the nose and mouth). If available, employees should consider wearing non-medical grade face masks.

**Health protocols for your facilities:**

- Space workout equipment to provide for at least 6 feet separation between patrons.
- Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, chairs, and restrooms.
- Disinfect any items that come into contact with customers.

- Provide equipment cleaning products throughout the gym or exercise facility or class for use on equipment, including dead weights.
- Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available to employees, contractors, and customers.
- Place readily visible signage at the gym or exercise facility or class to remind everyone of best hygiene practices.
- For facilities with more than 10 employees and/or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the facility are being successfully implemented and followed.

### **Gym exercise/facility Patrons**

The following are the minimum recommended health protocols for all patrons of gyms or other exercise facilities and classes, whether indoor, outdoor, individual, or group, in Texas. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

- Maintain at least 6 feet separation from other individuals not within the same household. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
  - Self-screen before going into a gym or exercise facility or class for any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature than or equal to 100.0 degrees Fahrenheit

- Known close contact with a person who is lab confirmed to have COVID-19
- Disinfect any equipment before and after use, including exercise machines and dead weights.
- Wash or disinfect hands upon entering a gym or exercise facility or class and after any interaction with employees, other customers, or items in the gym or exercise facility.
- Wear gloves that fully cover from the wrist to the fingers while exercising.
- To the extent a patron brings their own equipment to the gym or exercise facility, the patron should disinfect the equipment before and after use.
- Consistent with the actions taken by many individuals across the state, consider wearing cloth face coverings (over the nose and mouth) when entering a gym or exercise facility or class, or when within 6 feet of another person who is not a member of the individual's household.
- If available, individuals should consider wearing non-medical grade face masks.
- Individuals aged 65 or older are at a higher risk of COVID-19. To the extent possible, avoid contact within 6 feet with individuals aged 65 and older. Individuals aged 65 and older should stay at home as much as possible.

## **Exhibit T**

### **Minimum Standard Health Protocols for Manufacturers**

**as Outlined by the**

**Governor's Open Texas Checklist**

**Published May 5, 2020**

Effective May 18, 2020, non-essential manufacturing facilities may operate up to 25% of the facility's total listed occupancy.

The following are the minimum recommended health protocols for all manufacturers choosing to operate in Texas. Manufacturers may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, contractors, and customers.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Manufacturers should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Manufacturers should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

#### **Health protocols for your employees and contractors:**

- Train all employees and contractors on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.
- Screen employees and contractors before coming into the manufacturing facility:
  - Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:
    - Cough
    - Shortness of breath or difficulty breathing
    - Chills
    - Repeated shaking with chills
    - Muscle pain
    - Headache
    - Sore throat
    - Loss of taste or smell

- Diarrhea
    - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
    - Known close contact with a person who is lab confirmed to have COVID-19
  - Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until:
    - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or
    - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
    - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
  - Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).
- Have employees and contractors wash or sanitize their hands upon entering the manufacturing facility.
- Have employees and contractors maintain at least 6 feet separation from other individuals. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- If a manufacturer provides a meal for employees and/or contractors, the manufacturer is recommended to have the meal individually packed for each individual.
  - Stagger schedules for employees to minimize close contact:
    - Stagger break time schedules to minimize interactions between employees and/or contractors.
    - Stagger start and end times for employees and/or contractors in each shift.
- Consistent with the actions taken by many manufacturers across the state, consider having all employees and contractors wear cloth face coverings (over the nose and

mouth). If available, employees should consider wearing non-medical grade face masks.

**Health protocols for your facilities:**

- Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, chairs, and restrooms.
- Disinfect any items that come into contact with customers.
- If 6 feet of separation is not available for employees and/or contractors in the manufacturing facility, consider the use of engineering controls, such as dividers between individuals, to minimize the chances of transmission of COVID-19. Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available to employees, contractors, and customers.
- Place readily visible signage at the manufacturing facility to remind everyone of best hygiene practices.
- For manufacturing facilities with more than 10 employees and/or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the manufacturing facility are being successfully implemented and followed.

# **Exhibit U**

## **Minimum Standard Health Protocols for Office-Based Employers and Office-Based Employees**

as Outlined by the  
**Governor's Open Texas Checklist**  
**Published May 5, 2020**

The following are the minimum recommended health protocols for all office-based employees in Texas. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

### **Health protocols for individuals:**

- Maintain at least 6 feet separation from other individuals not within the same household. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Self-screen before going into an office for any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
  - Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
  - Known close contact with a person who is lab confirmed to have COVID-19

- Wash or disinfect hands upon entering an office and after any interaction with employees, contractors, customers, or items in the office.
- Limit the use of standard-size elevators to four individuals at a time, each located at a different corner of the elevator, to avoid close contact. In elevators, masks should be worn. For individuals not wishing to ride an elevator, ensure stairways are available for use. As appropriate, individuals subject to the Americans with Disabilities Act may ride the elevator alone or accompanied by the individual's caregiver.
- Consistent with the actions taken by many individuals across the state, consider wearing a cloth face covering (over the nose and mouth) upon entering the premises and when using common areas, including elevators, restrooms, break rooms, or stairs, or when within 6 feet of another person who is not a member of the individual's household. If available, you should consider wearing non-medical grade face masks.

### **Office-Based Employees**

The following are the minimum recommended health protocols for all office-based employees in Texas. These minimum health protocols are not a limit on the health protocols that individuals may adopt. Individuals are encouraged to adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all Texans.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Please note, public health guidance cannot anticipate every unique situation. Individuals should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization.

### **Health protocols for individuals:**

- Maintain at least 6 feet separation from other individuals not within the same household. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- Self-screen before going into an office for any of the following new or worsening signs or symptoms of possible COVID-19:
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Headache
  - Sore throat
  - Loss of taste or smell

- Diarrhea
- Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
- Known close contact with a person who is lab confirmed to have COVID-19
- Wash or disinfect hands upon entering an office and after any interaction with employees, contractors, customers, or items in the office.
- Limit the use of standard-size elevators to four individuals at a time, each located at a different corner of the elevator, to avoid close contact. In elevators, masks should be worn. For individuals not wishing to ride an elevator, ensure stairways are available for use. As appropriate, individuals subject to the Americans with Disabilities Act may ride the elevator alone or accompanied by the individual's caregiver.
- Consistent with the actions taken by many individuals across the state, consider wearing a cloth face covering (over the nose and mouth) upon entering the premises and when using common areas, including elevators, restrooms, break rooms, or stairs, or when within 6 feet of another person who is not a member of the individual's household. If available, you should consider wearing non-medical grade face masks.