



Covid-19 Business Toolkit:

Preparing to Reopen Safely, Responsibly and Confidently

June 9, 2020

Please call 715-273-6762 (direct line) or email covidbusinesshelp@co.pierce.wi.us with any questions.

This document provides businesses with guidance on preparing for the loosening of restrictions put on business operations. The timeline for gradual business reopening must be determined using public health data reflecting the number of cases, the level of access to testing, level of PPE available for first responders and healthcare workers, hospital readiness, and capacity for local contract tracing. Local and state orders regarding the phased re-opening of businesses must be followed.

This document may be updated as new guidance comes out. Please visit co.pierce.wi.us for the latest version.

This document is guidance to assist businesses in taking actions to prevent the facility from being an environment where transmission occurs. Following this guidance is not mandated unless it aligns with state, local and federal laws and regulations.

This toolkit was adapted from La Crosse County's business toolkit. Thank you to La Crosse County Health Department for sharing your work with other counties for adaption.

Contents

Tool 1: Pierce County Public Health Department COVID-19 Checklist for Businesses	3
Tool 2: Safety in an Office Space Checklist	4
Tool 3: Safety in a Retail Space Checklist	5
Tool 4: Recommended Elements of Sick Policy	6
Tool 5: Sample Sick Policy	6
Tool 6: Quarantine and Isolation Algorithm	6
Tool 7: Sample Active Monitoring System	8
How to Implement	8
Recommended Questions.....	8
Tool 8: Strategies to Limit Traffic Flow.....	8
Tool 9: Sample Handwashing Policy	9
Tool 10: Recommendations for Designated Shopping Hours.....	11
Tool 11: Recommendations for Employees Considered for Re-assignment	11
Tool 12: Considerations for Handling Symptomatic Customers	11
Tool 13: Sample Disinfection Practices.....	12
Tool 14: Considerations for Use of Masks by Employees	15

Tool 1: Pierce County Public Health Department COVID-19 Checklist for Businesses

Priority	Customer Service Protocol and Procedures	Tool	Target Date	Completed
1	Develop a clear, written protocol regarding sick leave for employees.	Tool 1: Recommended Elements of Sick Policy		
2	Develop and implement an active monitoring program that assesses staff for exposure, fever and respiratory symptoms before every shift.	Tool 2: Sample Sick Leave Policy Tool 3: Quarantine and Isolation Algorithm Tool 4: Sample Active Monitoring System		
3	Develop a policy that limits the number of customers in the store at any one time	Tool 5: Strategies to Limit Traffic Flow		
4	Place tape on floor to keep 6-foot distancing at heavily populated spots in the store, especially at cash register.			
5	Increase frequency of cleaning, sanitizing, and disinfecting your facility.			
6	Schedule handwashing for employees. Post the schedule in breakroom(s), bathrooms, and common areas; and send it out to employees via email.	Tool 6: Sample Hand-Washing Policy		
7	Wipe down high-touch surfaces at cash registers between customers (credit card touch pad, carts, baskets, conveyer belt, etc.).			
8	Implement a no-touch policy for all staff members (no handshakes, hugs, or other close contact).			
9	Place hand sanitizer at each cash register for use by staff members, if available.			
10	Develop a policy that designates shopping hours for customers at risk for severe disease.	Tool 7: Recommendations for Designated Shopping Hours		
11	Consider temporarily assigning employees at high risk for coronavirus to non-public-contact duties.	Tool 8: Recommendations for Employees Considered for Re-assignment		
12	Develop policy encouraging employees to be on the lookout for customers exhibiting symptoms of COVID-19 and how you would like them to handle that situation.	Tool 9: Considerations for Handling Symptomatic Customers		
13	Increase availability/promotion of curbside pickup if applicable.			
14	Increase or consider offering a delivery service.			
15	Develop communication materials (flyers, posts, emails, etc.) regarding changes that are proactive and clearly explains the reasons for these changes.			
16	Require vendors to wash or sanitize their hands immediately upon entering the store.			

Tool 2: Safety in an Office Space Checklist



SAFETY IN AN OFFICE SPACE

AT THE ENTRANCE:

- Ensure employees are screening themselves for symptoms before entering the building, and not coming to work if they are having any symptoms
- Post signage reminding employees and visitors of the symptoms of COVID-19
- Restrict the number of employees present on premise to no more than is strictly necessary to perform essential operations
- Provide tape or other means of marking on the floor to show people where to stand if you have a reception area
- Promote flexible/remote work schedules to reduce the number of employees in the office at any given time
- Disinfect high touch surfaces like door handles, light switches, and restrooms frequently using an EPA approved disinfectant effective against COVID-19
- Eliminate self-serve water, coffee, and candy dishes

RECEIVING DELIVERIES:

- If providing delivery services or receiving deliveries, utilize no contact strategies to avoid unnecessary face to face contact (no door to door sales)
- Limit and/or designate areas that packages and mail can be dropped off minimizing the number of delivery drivers coming into your office space

THROUGHOUT THE OFFICE:

- Spread out workstations so employees can remain 6 feet apart at all times
- Limit shared equipment/electronics like phones, computers, etc. and disinfect between employee use
- Minimize contact between employees
 - Limit/eliminate in person meetings, use ZOOM, Skype, or other means of meeting that are not in person
 - No hand shaking, high fives, other direct person to person contact
- Provide hand sanitizer stations
- Send sick employees home immediately, and disinfect their work area

IN SHARED SPACES:

- Ensure handwash sinks in break rooms and restrooms are always stocked with soap and disposable paper towel
- Remove extra chairs and tables in breakroom to allow people to remain 6 feet apart when possible
- Disinfect high touch surfaces in these areas frequently
- Discontinue shared snacks or potluck style food activities

Tool 3: Safety in a Retail Space Checklist



SAFETY IN A RETAIL SPACE

AT THE ENTRANCE:

- Post signage reminding customers and employees to check for symptoms and do not come into the store if they are sick
- Provide hand sanitizer/sanitizer wipes for wiping cart handles
- Maintain secondary exits accessible in case of emergency
- Encourage curbside pick up
- Limit number of customers in the store at any given time
 - For stores with less than 50,000 sq. ft. of customer floor space, limit the number of people in the store (including employees) to 25% of the total occupancy
 - For stores more than 50,000 sq. ft. of customer space, limit the number of customers in the store at one time (excluding employees) to 4 people per 1,000 square feet of customer floor space
 - Offer at least two hours per week of dedicated shopping time for vulnerable populations (people over 60, pregnant women, and those with chronic conditions like heart disease, diabetes, and lung disease)
 - Establish lines to regulate entry in accordance with the above occupancy restrictions with markings for patrons to enable them to stand at least six feet apart from each other while waiting (consider alternatives to lines such as allowing customers to wait in their cars for a text or call when it's their turn to enter)

THROUGHOUT THE STORE:

- Provide arrows encouraging one-way traffic up and down store aisles
- Provide tape or other means of marking on the floor to show customers where to stand when waiting in high traffic areas (at the deli or post office counter)
- Use PA system to message social distancing and shopper safety to customers
- Encourage use of cart to facilitate social distancing
- Limit/stagger times when vendors or employees are stocking shelves
- Provide hand sanitizer stations
- Minimize contact between employees and customers and maintain social distance amongst employees as well
- Discourage employees from sharing phones, desks, offices, or equipment/tools they need to do their jobs (disinfect between use when shared equipment is required)
- Allow employees to wear face covering if they choose
- Ensure employees are screening themselves for symptoms before entering the building, and throughout their work day
- Send sick employees home immediately, and disinfect their work area
- Encourage curbside pick up

AT THE CHECK-OUT:

- Use markings on the floor or footprint graphic (attached or on website) to show customers where to stand
- Use every other check-out lane
- Disinfect high touch surfaces as often as possible (key-pads, pens, conveyor belts) with an EPA approved disinfectant effective against COVID-19
- Provide hand sanitizer to employees to use between customers
- Install physical barriers such as clear, plastic sneeze shields

IN SHARED SPACES:

- Ensure handwash sinks in break rooms and restrooms are always stocked with soap and disposable paper towel
- Remove extra chairs and tables in breakroom to allow people to remain 6 feet apart when possible
- Disinfect high touch surfaces in these areas frequently

Tool 4: Recommended Elements of Sick Policy

During the COVID-19 pandemic, businesses should reduce the risk of virus transmission between staff and customers. One of the most critical elements of this process is implementing a strict sick policy, designed to identify staff members at risk of having COVID-19 based on their symptoms, exposure status, and/or travel history. Staff members should be informed frequently of the policy and told about the conditions under which they should not report to work, which should include:



- Have symptoms consistent with COVID-19¹
- Live in a household with someone exhibiting fever or respiratory symptoms who either has not been tested for COVID-19 or tested positive for COVID-19
- Has had direct contact with a laboratory-confirmed positive case
- Has recently had non-essential travel

Tool 5: Sample Sick Policy

A sample policy is provided below:

[BUSINESS NAME] is fully committed to safeguarding the health and safety of all staff and customers. For this reason, effective immediately, [BUSINESS NAME] enacts the following policy applicable to all staff members, regardless of position or authority:

- All staff members will complete a “daily active monitoring” form regarding any symptoms they may have. This form must be completed at the beginning of every shift.
- Staff members who have any symptoms consistent with COVID-19 will not be allowed to work.
- Staff members living in a household where individual member(s) have symptoms who have not been tested for COVID-19 or who tested positive for COVID-19 will not be present in the workplace.
- Staff members who have recently traveled outside of the community will not be allowed to return to work until 14 days after the most recent travel.

Tool 6: Quarantine and Isolation Algorithm

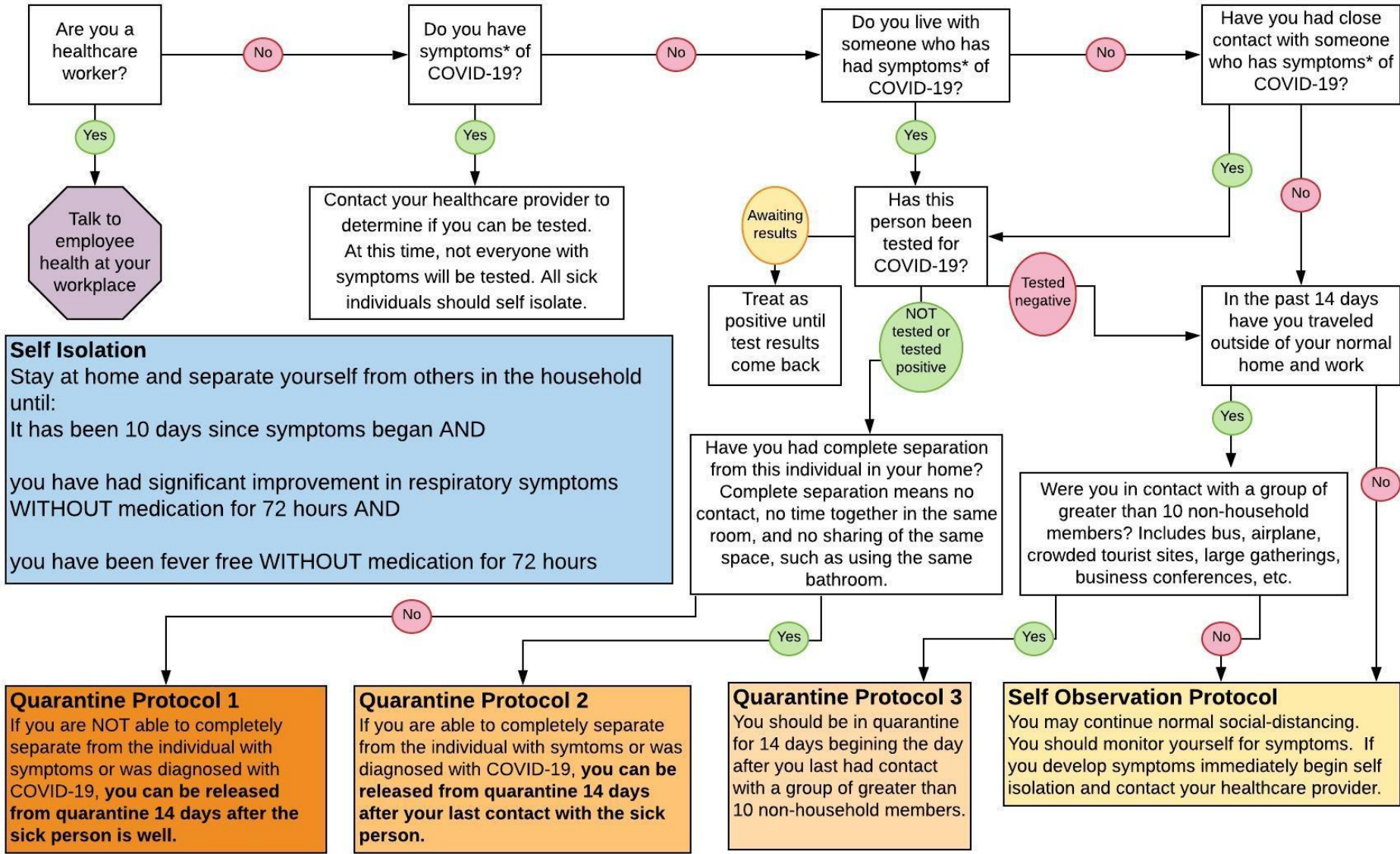


Pierce County Public Health Department has often been asked for case-by-case guidance on whether employees should be allowed to work, based on symptoms they experience, exposures they may have in their households, and travel history. To standardize our responses to this question, we have developed and utilize a “quarantine and isolation algorithm” that guides our recommendations regarding when someone can return to regular activity (including work). We are providing a copy of this algorithm to assist businesses in making determinations for staff.

PLEASE NOTE: If you determine that a staff member should be in isolation or quarantine, please call Pierce County Public Health Department at 715-273-6755 and ask for a Public Health Nurse to consult with us.

¹ We are learning more about COVID 19 symptoms every day. Please see <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html> for the latest list of common symptoms.

Quarantine and Isolation Algorithm



Self Isolation
 Stay at home and separate yourself from others in the household until:
 It has been 10 days since symptoms began AND
 you have had significant improvement in respiratory symptoms WITHOUT medication for 72 hours AND
 you have been fever free WITHOUT medication for 72 hours

Quarantine Protocol 1
 If you are NOT able to completely separate from the individual with symptoms or was diagnosed with COVID-19, **you can be released from quarantine 14 days after the sick person is well.**

Quarantine Protocol 2
 If you are able to completely separate from the individual with symptoms or was diagnosed with COVID-19, **you can be released from quarantine 14 days after your last contact with the sick person.**

Quarantine Protocol 3
 You should be in quarantine for 14 days beginning the day after you last had contact with a group of greater than 10 non-household members.

Self Observation Protocol
 You may continue normal social-distancing. You should monitor yourself for symptoms. If you develop symptoms immediately begin self isolation and contact your healthcare provider.

Quarantine means stay at home and do not go out into the community! Other people should drop off items you need. Monitor yourself twice daily for symptoms. If you develop symptoms immediately begin self isolation and contact your healthcare provider.

* We are learning more about COVID-19 symptoms everyday. Please see <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html> for the latest list of common symptoms.



Tool 7: Sample Active Monitoring System

Each business should have an “active monitoring” system, in which each staff member is asked about their symptoms, exposures and travel history prior to starting each shift. When possible, it is good practice to check staff member temperatures prior to the start of a shift.



Any staff member who has any of the following symptoms should be excluded from work²:

- Fever (100.0 F or higher)
- Feeling feverish
- Chills
- Muscle aches
- Cough
- Sore throat
- Feelings of tightness in chest
- Shortness of breath
- Difficulty breathing
- Loss of sense of taste or smell
- Rarely: Abdominal pain
- Rarely: Nausea

Additionally, **any staff member who reports they have a household member who is positive for COVID-19 or has symptoms of COVID-19 and is not being tested** should be excluded from work.

Finally, **any staff member who has had non-essential travel**, even if it was just through an airport or on a road trip should be excluded from work.

How to Implement

There are a variety of ways you can implement an active monitoring program:

- Have one or two entrances that staff are required to use. Before they enter the building, station designated staff members at those entrances to ask the screening questions (and, if applicable, to take temperatures).
- Require all staff members complete an electronic version of the questionnaire on a platform such as Google forms and allocate management to look through the answers and identify any staff members who should be excluded.

Recommended Questions

We recommend that you include the following questions in your active screening questions:

- Do you currently have any of the following symptoms? [LIST SYMPTOMS]
- Sometimes, people feel “off” before they develop symptoms. Do you feel “different” today than you did yesterday?
- Is there anyone else in your household that has any symptoms?
- In the past 14 days, have you been in contact with someone who was diagnosed with COVID-19?
- In the past 14 days, have you done any non-essential travel?

Tool 8: Strategies to Limit Traffic Flow

This guidance is geared towards retail operations. If other types of businesses need guidance, please call our business hotline (listed on the first page)

Business should take steps to limit the amount of traffic in their stores, which should include a variety of strategies to reduce transmission risk for both customers and staff. Some strategy ideas you can consider include:

- **Essential retail stores must:**
 - Consider if curbside pick-up is feasible.
 - Limit the number of customers:

² We are learning more about COVID 19 symptoms every day. Please see <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html> for the latest list of common symptoms.

- Stores less than 50,000 square feet: limit number of people in store to 25% of the total occupancy limit.
 - Stores more than 50,000 square feet: limit customers to 4 people per 1,000 square feet
- Offer at least 2 hours per week of shopping time for vulnerable populations.
- **Physical Distancing Visuals:** Place tape on the floor in 6 ft increments to demonstrate appropriate physical distancing.
- **One or Two People Per Household:** Request that only ONE person per household come to the store; there will be circumstances where a parent must bring their child, but this should be gently discouraged on social media and on communications materials wherever possible.
- **All Businesses Should Limit the Number of Shoppers:** Businesses should limit the number of shoppers in their store at one time. It is essential that the mechanism of limiting entry does NOT create added problems such as people lining up shoulder to shoulder outside waiting for admission. Methods of achieving this goal might include:
 - Hand out a number, one per vehicle, and call numbers one at a time. Numbers could be called out via loudspeaker or displayed on a board.
 - Direct cars to numbered parking spaces and admit one occupant per vehicle in order, one at a time. Once the store reaches capacity, allow the next vehicle's occupant to enter only once another customer leaves.
 - Consider having customers sign up for an arrival time. For example, if 90 households could sign up for an entry time of 9 AM – 10 AM and another 90 households could sign up for an entry time of 10 – 11 AM, this may help curb the flow of traffic into the parking lot. You might consider having one section of the parking lot reserved for those who reserved their arrival time online, and a smaller portion of the parking lot for those who did not and who would have to wait longer.



Tool 9: Sample Handwashing Policy



Handwashing is one of the best ways to reduce virus transmission. Employers should create a policy regarding more aggressive handwashing for employees that includes specific times when handwashing is expected. A sample hand-washing policy is provided below.

[BUSINESS NAME] is fully committed to safeguarding the health and safety of all staff and customers. For this reason, effective immediately, all [BUSINESS] employees will be required to wash hands with soap and warm water frequently. At a minimum, this must include:

- At the beginning of each shift, before interacting with other staff, customers, or business surfaces
- When switching business tasks, such as checking and stocking shelves
- Before and after short breaks and lunch breaks
- After direct physical interaction with customers, staff or vendors
- When hands are visibly soiled

We suggest that you create a visual version of this type of information and display it in all bathrooms, break rooms, food preparation areas, staff meeting rooms, by time clocks/computers, and in other locations where staff frequent. A sample flyer, which you are welcome to use if helpful, is provided on the next page.

WHEN EMPLOYEES MUST WASH HANDS



WARM WATER + SOAP + 20 SECONDS

Employees must wash hands with warm water and soap for 20-30 seconds. Be sure to clean under nails.



WHEN YOU ARRIVE AT WORK

Employees should wash hands as soon as they arrive at work, before interacting with staff, customers or business surfaces.



AFTER TOUCHING OTHERS

Employees should try not to physically touch others when possible, but when it is necessary, they should wash their hands immediately.



SWITCHING TASKS

Employees must wash hands when switching between business tasks, such as between stocking and checking.



BEFORE AND AFTER BREAKS

Employees must wash hands before and after taking breaks and after lunch breaks.

Tool 10: Recommendations for Designated Shopping Hours

Specific members of our community are at higher risk for develop severe complications of illness, including COVID-19. Essential retail stores are required to offer at least 2 hours per week of shopping time for vulnerable populations. We recommend that all other retail stores provide designated shopping times that are only for vulnerable populations. Designated hours should ideally include times when cleaning activities have just been completed and items have been recently restocked.



Populations that should be considered for such designated shopping hours include individual who are:

- Over the age of 60
- Immune-compromised because of pre-existing health conditions or medications like chemotherapy
- Pregnant or those with a child under the age of 6 months that they cannot leave at home with another caregiver

Tool 11: Recommendations for Employees Considered for Re-assignment

Specific members of our community are at higher risk for develop severe complications of illness, including COVID-19. These include individuals over the age of 60, those with a weakened immune system to other health conditions of medications like chemotherapy or steroids, those who are pregnant, and individuals who live with or care for people who have weakened immune systems.

It is likely that some of your employees are among those who would be at higher risk for developing severe disease. It would be appropriate to allow employees to self-disclose this information if they choose, and to re-allocate those staff members to occupational assignments that do not require as direct contact with others. For example, a checker who would usually be interacting with customers could be re-allocated to stocking shelves.

Tool 12: Considerations for Handling Symptomatic Customers

Employees should be on the lookout for customers or other staff members exhibiting symptoms of COVID 19. As a reminder, symptoms include³:

- Fever (100.0 F or higher)
- Cough
- Difficulty breathing
- Feeling feverish
- Sore throat
- Loss of sense of taste or smell
- Chills
- Feelings of tightness in chest
- Rarely: Abdominal pain
- Muscle aches
- Shortness of breath
- Rarely: Nausea

Other Employees: If an employee has a concern that a colleague may be symptomatic, there should be a no-fault policy in which the employee can raise a concern with management. Management should then approach that individual and, in a very respectful and professional manner, inquire about whether that individual has symptoms. Anyone who has symptoms, exposure history or significant travel history per information in Toolkit 1 should be asked to go home without penalty.



Customers: If a customer is identified as definitively having symptoms, the employee or a manager should tactfully ask the customer to leave the premises for the protection of employees and customers. If the customer refuses to comply and the situation escalates, management should enact whatever their normal system is for handling such situations, to include notifying law enforcement.

³ We are learning more about COVID 19 symptoms every day. Please see <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html> for the latest list of common symptoms.

Tool 13: Sample Disinfection Practices

Cleaning And Disinfecting Your Facility

Everyday Steps, Steps When Someone is Sick, and Considerations for Employers

How to clean and disinfect

Wear disposable gloves to clean and disinfect.

Clean

- **Clean surfaces using soap and water.** Practice routine cleaning of frequently touched surfaces.



High touch surfaces include:

Tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, sinks, etc.



Disinfect

- Clean the area or item with soap and water or another detergent if it is dirty. Then, use a household disinfectant.
- **Recommend use of EPA-registered household disinfectant.** Follow the instructions on the label to ensure safe and effective use of the product.

Many products recommend:

- Keeping surface wet for a period of time (see product label)
- Precautions such as wearing gloves and making sure you have good ventilation during use of the product.

- **Diluted household bleach solutions may also be used** if appropriate for the surface. Check to ensure the product is not past its expiration date. Unexpired household bleach will be effective against coronaviruses when properly diluted.

Follow manufacturer's instructions for application and proper ventilation. Never mix household bleach with ammonia or any other cleanser.

Leave solution on the surface for **at least 1 minute**

To make a bleach solution, mix:

- 5 tablespoons (1/3rd cup) bleach per gallon of water
- OR
- 4 teaspoons bleach per quart of water
- **Alcohol solutions with at least 70% alcohol.**

Soft surfaces

For soft surfaces such as **carpeted floor, rugs, and drapes**

- **Clean the surface using soap and water** or with cleaners appropriate for use on these surfaces.



- **Laundry items** (if possible) according to the manufacturer's instructions. Use the warmest appropriate water setting and dry items completely.

OR

- **Disinfect with an EPA-registered household disinfectant.** [These disinfectants](#) meet EPA's criteria for use against COVID-19.

Electronics

- For electronics, such as **tablets, touch screens, keyboards, remote controls, and ATM machines**
- Consider putting a **wipeable** cover on electronics.
- **Follow manufacturer's instruction** for cleaning and disinfecting.
 - If no guidance, **use alcohol-based wipes or sprays containing at least 70% alcohol.** Dry surface thoroughly.



Laundry

For clothing, towels, linens and other items

- **Wear disposable gloves.**
- **Wash hands with soap and water** as soon as you remove the gloves.
- **Do not shake** dirty laundry.
- Launder items according to the manufacturer's instructions. Use the **warmest appropriate water setting** and dry items completely.
- Dirty laundry from a sick person **can be washed with other people's items.**
- Clean and **disinfect clothes hampers** according to guidance above for surfaces.



Cleaning and disinfecting your building or facility if someone is sick

- **Close off areas** used by the sick person.
- **Open outside doors and windows** to increase air circulation in the area. **Wait 24 hours** before you clean or disinfect. If 24 hours is not feasible, wait as long as possible.
- Clean and disinfect **all areas used by the sick person**, such as offices, bathrooms, common areas, shared electronic equipment like tablets, touch screens, keyboards, remote controls, and ATM machines.
- If **more than 7 days** since the sick person visited or used the facility, additional cleaning and disinfection is not necessary.
 - Continue routine cleaning and disinfection.



When cleaning

- **Wear disposable gloves and gowns for all tasks in the cleaning process, including handling trash.**
 - Additional personal protective equipment (PPE) might be required based on the cleaning/disinfectant products being used and whether there is a risk of splash.
 - Gloves and gowns should be removed carefully to avoid contamination of the wearer and the surrounding area.
- **Wash your hands often** with soap and water for 20 seconds.
 - Always wash immediately after removing gloves and after contact with a sick person.



- Hand sanitizer: If soap and water are not available and hands are not visibly dirty, an alcohol-based hand sanitizer that contains at least 60% alcohol may be used. However, if hands are visibly dirty, always wash hands with soap and water.

- **Additional key times to wash hands** include:

- After blowing one's nose, coughing, or sneezing.
- After using the restroom.
- Before eating or preparing food.
- After contact with animals or pets.
- Before and after providing routine care for another person who needs assistance (e.g., a child).

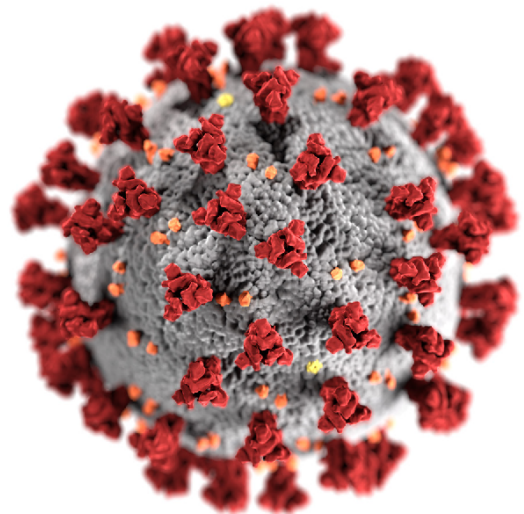
Additional Considerations for Employers



- **Educate workers** performing cleaning, laundry, and trash pick-up to recognize the symptoms of COVID-19.
- Provide instructions **on what to do if they develop symptoms within 14 days** after their last possible exposure to the virus.
- Develop **policies for worker protection and provide training** to all cleaning staff on site prior to providing cleaning tasks.
 - Training should include when to use PPE, what PPE is necessary, how to properly don (put on), use, and doff (take off) PPE, and how to properly dispose of PPE.
- Ensure workers are **trained on the hazards of the cleaning chemicals** used in the workplace in accordance with OSHA's Hazard Communication standard ([29 CFR 1910.1200](#)).
- **Comply** with OSHA's standards on Bloodborne Pathogens ([29 CFR 1910.1030](#)), including proper disposal of regulated waste, and PPE ([29 CFR 1910.132](#)).

For facilities that house people overnight:

- Follow CDC's guidance for [colleges and universities](#). Work with state and local health officials to determine the best way to isolate people who are sick and if temporary housing is needed.
- For guidance on cleaning and disinfecting a sick person's bedroom/bathroom, review CDC's guidance on [disinfecting your home if someone is sick](#).



Tool 14: Considerations for Use of Masks by Employees



universally required to.

If you are able to procure or make cloth masks for your employees, you should provide them to staff. Masks should be washed in warm water with detergent daily and whenever soiled. Employees should be reminded that masks protect other people from their germs but does not provide good protection for that employee against other people's germs. Social distance is the best line of defense and should be maintained between both employees and customers. Providing masks for customers has a variety of issues and resource concerns. Please keep in mind that children and people with certain conditions may not be able to wear masks safely and should not be