



How to Operate a Business Safely During the COVID-19 Pandemic - General

How can my business operate safely? Do I need a plan?

You should create a COVID-19 Workplace Health and Safety Plan for your workplace. Develop the plan using the [Hierarchy of Controls](#) to decide which changes will be most effective. Choose a combination of safety measures for your workplace to reduce COVID exposures among your workers and clients. Include both management and workers in the safety planning process.

The Pima County Health Department has general [guidance for businesses and workers](#).

Are there OSHA regulations that I have to follow? How does the pandemic fall under OSHA?

OSHA provides guidance on [workplace safety and cleaning practices](#). OSHA is responsible for workers' health and safety, which includes protecting worker health during a pandemic.

What should I do if an employee is sick with COVID-19?

We have created a simple flow chart that help you decide [what to do if an employee gets sick with COVID-19](#). Employees who test positive for COVID-19 should stay home from work. Employees who begin to feel sick when they are already at work should be separated from other employees and sent home. You should follow [CDC guidelines for sick employees](#).

[Fully vaccinated people can refrain from testing](#) following a known exposure unless they are residents or employees of a correctional or detention facility or a homeless shelter.

If an employee tests positive for COVID-19 follow [these steps](#) to clean and disinfect your workplace if they were at work with in the last 24 hours. It is unlikely that you will need to close your business if you follow proper cleaning practices.

If one of my employees tests positive for COVID-19, when can they come back to work?

Your employee can return to work 10 days* after symptoms first appeared *and* after 24 hours with no fever without the use of medications *and* other COVID-19 symptoms are improving. The CDC provides more help on deciding [when COVID-positive employees can return to work](#).

What are the different types of COVID-19 tests that exist?

There are [three types of tests](#) that currently exist for COVID-19.

1. *PCR tests* look for the COVID-19 RNA. They can tell if someone currently has COVID-19. They cannot tell if someone previously had COVID-19. These typically take longer than antigen tests to complete. They can be completed with a nasal swab or saliva.
2. *Antigen tests* (sometimes called *Rapid tests*) look for proteins on the surface of the COVID virus and can tell if someone currently has COVID-19. While these



can have results much faster, they are not as accurate as the PCR tests.

3. *Antibody tests* show whether or not someone has had an immune response to the virus. These tests will be positive when someone has antibodies for COVID-19. A person may produce COVID-19 antibodies once they have recovered from COVID-19 or they have been vaccinated and have immunity against the virus.

Should I be doing temperature checks?

Yes, if possible. [Screening for symptoms](#), such as temperature checks of employees and clients can help prevent infectious people from entering your building. These do not replace other safety measures like [social distancing](#), [wearing masks](#), and having [proper ventilation](#).

What signs should I put up in my business?

Signs are a great way to let customers know what to expect when inside your building. Signs can remind workers of additional steps they need to take throughout the day. Pima County has developed [printable signs](#) that can be used at your place of business.

Should my workers share objects or tools?

Your workers should not share equipment or tools. If tools do need to be shared, they should be cleaned and sanitized between each use or as often as determined necessary. Additional disinfection information can be found on the [CDC website](#).

What is the safest payment method for clients during COVID-19?

If possible, use contactless payment methods such as Zelle, PayPal, Venmo, etc. or allow the customers to pre-pay online when booking an appointment. We recommend that you wash your hands or use hand sanitizer after handling money or credit cards. If you don't have time to do that between customers, consider wearing gloves.

When can we stop following these additional health and safety procedures?

When health agencies say that the COVID-19 transmission rates are low enough. Check the current status and recommendations in [Pima County](#).