

April 8, 2020

Dear Licensees, Salon Owners and Schools,

The Board has received many inquiries from consumers and licensees concerning the coronavirus (COVID-19). Why did we close? What do we do now? How do we prepare to reopen? When do we reopen?

The Board is not authorized to close or reopen businesses in North Dakota due to COVID-19. The decision to close businesses and suspend cosmetology, esthetic, and manicuring salons and services was ordered by the Governor under Executive Order 2020-06.2:

<https://www.governor.nd.gov/sites/www/files/documents/executive-orders/Executive%20Order%202020-06.2.pdf>

Salons can be open for the sole purpose of selling retail, as long as no cosmetology, esthetic, or manicuring services are provided. For more information, please review the guidance on the Board's website: <https://www.ndcosmetology.com/covid.aspx>.

Local, county, and state law enforcement are authorized and directed to enforce the provisions of the Executive Order. Violations of the Order are an infraction and subject to a \$1,000 fine. Please call your local law enforcement to report any violations under this Order.

It is the responsibility of the salon owners and individual licensees to keep informed of daily developments. The Governor has been holding press conferences at 3:30 p.m.

All consumers, businesses and service providers in North Dakota should review the recommendations provided to determine what actions should be taken to protect themselves and the public. The Board cannot provide legal advice. Salon owners should seek the legal advice of their own attorneys regarding risk management and decision-making.

Please carefully review the recommendations provided by the North Dakota Department of Health and the Centers for Disease Control and Prevention (CDC) to aid you in making an informed decision on the actions you should take.

<https://www.cdc.gov/coronavirus/2019-nCoV/index.html>

<https://www.health.nd.gov/diseases-conditions/coronavirus>

There are also several resources available for business owners, including:

North Dakota Department of Commerce guide to businesses:

<https://www.business.nd.gov/resources/COVID19BusinessandEmployerResources/>

Interim Guidance for Businesses and Employers to Plan and Respond to COVID-

19 <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business->

[response.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-business-response.html](https://www.cdc.gov/coronavirus/2019-ncov/specific-groups/guidance-business-response.html)

Identify possible work-related exposure and health risks to your employees. OSHA has more information on how to protect workers from potential exposures to COVID-19. This webpage provides information for workers and employers about the evolving coronavirus outbreak. The information includes links to interim guidance and other resources for preventing exposures to, and infection with, COVID-19.

<https://www.osha.gov/SLTC/covid-19/>

CDC's small business information:

<https://www.cdc.gov/coronavirus/2019-ncov/downloads/guidance-small-business.pdf>

Review human resources policies to make sure that policies and practices are consistent with public health recommendations and are consistent with existing state and federal workplace laws. For more information on employer responsibilities:

<https://www.dol.gov/>

<https://www.eeoc.gov/>

Unemployment information:

jobsnd.com

-Click on green banner at the top of page

-Click on "job service UI FAQ"

Back-to- Work recommendations from BARBICIDE:

<https://barbicide.com/wp-content/uploads/2020/04/Back-to-work-plan.pdf>

We, at the North Dakota State Board of Cosmetology, will continue to work with members of the public and licensees during this unprecedented time. We are here to help.

Sincerely, Maureen Wanner

President , North Dakota Board of Cosmetology