

Washoe County Bar/Taproom Coalition Agreement for COVID-19 Operating Standards

Introduction

As part of the Washoe County Bar/Taproom Coalition, brewery, winery, and bar owners who sign on to this agreement are committing to providing a safe and healthy workplace for our employees and customers. To that end, we have developed the following COVID-19 Operating Standards to safely re-open our businesses. Business owners that agree to this plan will assist in providing support and self-policing to ensure that we collectively adhere to the same standards.

This plan is part of our written workplace safety program, and describes the methods used to identify, analyze and control employee and customer exposure to the COVID-19 pandemic. Managers and employees are all responsible for implementing and enforcing the provisions of this plan. Our ultimate goal is to mitigate the potential for transmission of COVID-19 in our workplaces. Our COVID-19 Operating Standards attempt to meet or exceed the Centers for Disease Control and Prevention (CDC), Nevada Health Response, and state/federal OSHA guidelines related to COVID-19.

Screening and policies for employees exhibiting signs and symptoms of COVID-19

Employees will be required to self-monitor for signs and symptoms of COVID-19. The following policies and procedures will be used to assess employee health status prior to entering the workplace and for employees to report when they are sick or experiencing symptoms:

- Employees will be screened for symptoms associated with COVID-19 when they arrive for work.
- If an employee exhibits these symptoms they will report via phone or email to their manager and will remain at home. Employees will be required to complete an online COVID-19 Assessment via the Washoe County Health District (WCHD) and schedule a COVID-19 test. The employee must be excluded until test results are received. Employees may return to work upon a negative COVID-19 test result and 24 hours symptom free. If an employee tests positive for COVID-19, they must remain excluded from the facility until released by the WCHD.
- If an employee develops symptoms while at work, they will immediately report this to their manager and together they will create an action plan to isolate and remove the employee from the facility as soon as possible. In this instance, employees will again be required to complete an online COVID-19 Assessment and test via the Washoe County Health District. All areas where the ill employee was in will be thoroughly cleaned and disinfected. Ill employees will not return to work until a negative test result is received and the employee is symptom free for 24 hours. If an employee test positive for COVID-19, they must remain excluded until released by the WCHD.
- Coalition members will develop individual policies that promote workers staying at home when they are sick, when household members are sick, or when they are required by a health care provider to isolate or quarantine themselves or a member of their household. Each business will work with individual employees to support them as best as possible to incentivize them staying at home when sick until symptoms are no longer present or a COVID-19 test is returned as negative for the virus.

- Coalition members will immediately inform employees if they have been exposed to a person with COVID-19 at their workplace and will further require them to quarantine and follow the Washoe County Health District requirements for quarantine and isolation.
- Coalition members will provide the Washoe County Health District with employee contact information for contact tracing and disease investigations and adhere to a strict policy to protect the privacy of workers' health status and health information.

Handwashing Standards

- Employees will be trained and instructed to wash their hands for at least 30 seconds with soap and water frequently throughout the day, but at a minimum at the beginning/end of their shift, before/after any mealtimes, after using the restroom, and after customer interactions or transactions. (Noted that handwashing between these activities has always been required.)
- All customers will be asked to use hand sanitizer or to wash their hands prior to or immediately upon entering the facility. Businesses will provide hand sanitizer (with greater than 70% alcohol) to customers at multiple locations within the business. If outdoor seating is offered, hand-sanitizer will also be made available outside near entrance/exit of the designated outdoor seating area.

Masks and PPE Standards

- Coalition members will provide employees with required PPE to include at a minimum, masks, hand washing stations, cleaning supplies and hand sanitizer.
- Employees will be required to wear face coverings at all times, except when actively eating or drinking. This includes any time a customer is interacting with an employee or with customers who are not part of their seated group.
- When possible, businesses will offer customers masks if they have failed to arrive with one but will not allow customers to enter the facility without a mask.
- Signage indicating the mask requirement will be placed at the entrance and in multiple other locations in the facility including restrooms. Additionally, all tables will include signage reiterating the rules and encouraging patrons to go above and beyond to help the businesses stay open.
- Customers who refuse to comply will be asked to leave the facility and if they fail to do so employees will escalate the situation to their manager or the proper authorities.

Capacity, Social Distancing, and Group Size Standards

- Coalition members will operate at no more than 50% capacity with 6' of social distancing maintained at tables and bars between groups.
- Coalition members will limit groups to 6 or fewer seated at tables and 3 or fewer seated at bars. Facilities will seat all patrons as they enter the establishment based on their seating preference (i.e., bar counter, inside or outside table).
- Coalition members will only serve and accept payment for customers seated at tables - at their table or at a designated checkout area that is safely distanced from bar patrons. Only one person per party will be allowed to visit the checkout station at a time. Employees will maintain the 6' social distance rule other than when serving or accepting payment requires otherwise.

- Only customers seated at bar areas who comply with social distance requirements will be served at the bar. In this instance, service and payment can take place at the bar.
- Coalition members will strive to offer contactless payment options whenever possible including providing the ability for online ordering and payment processing. Customers will be encouraged to use these options whenever possible.
- Signage and verbal communication will be implemented to ensure customers clearly understand the social distancing standards.
- All standing and open congregate areas that are not necessary for the preparation and service of food or beverages will be closed. Employees and customers will be prohibited from gathering in groups other than the group they are seated with.
- Facility will not allow any interactive games including but not limited to; pool, darts, live entertainment and video games (excluding gaming devices regulated by the gaming control board).
- Customers waiting to be seated will remain outside until seating is available and will be required to practice social distancing while waiting with others who are not part of their group.
- When facility is at 50% capacity, the entrance doors must be monitored and staff must ensure individuals and groups who are waiting to enter must maintain 6' social distancing.
- When weather is accommodating and seating is available, customers will be encouraged to sit in outdoor areas whenever possible.

Cleaning Standards

- Coalition members will require employees to engage in routine cleaning with approved disinfectants (using the [EPA List-N](#)) of tables, chairs, bar-tops, restrooms, light switches, door handles, credit card readers, POS screens/keyboards, and other high contact surfaces between customer and/or employee uses.
- No personal refillable containers such as growlers can be refilled by the facility.
- Deep disinfecting will occur at the close of business each day to include disinfecting all surfaces noted above, plus all other washable surfaces such as glassware, tap handles, floors, etc. When possible, facilities should be using disposable cups and other service items.
- Customers will not be allowed to sit at tables or bars that have not been disinfected since the departure of the prior party. This will be accomplished using "red/green" cards indicating whether a table is clean or dirty (or a similar process).

Enforcement

- Facility capacity, and all general requirements needed for reopening and operations will be enforced by the local business license agencies and or the State Department of Business and Labor (NV OSHA).
- Washoe County Health District will enforce quarantine and isolation requirements of employees through notices of exclusion to the employer. The standards outlined in this document are meant to be implemented in addition to the provisions set forth in the Regulations of the Washoe County District Board of Health Governing Food Establishments which are enforced by the WCHD.

Communication and Training Standards

- Coalition members who agree to this set of standards also agree to train managers and staff in all protocols and standards prior to re-opening for business.
- Members will document when training was provided, and employees will sign agreements to adhere to the standards as outlined. These will be made available to city/county/state regulators when requested.
- Additional communication and training will be ongoing as standards are added or changed.
- Coalition members agree to share best practices, develop new standards as needed, and to self-regulate to ensure no member is violating the standards set forth. If a member is found to knowingly or intentionally violate these standards they will be reported to the appropriate authorities and asked to immediately comply with this agreement.

Additional Possible Standards (Recommend deletion of this section based on comments below.)

While the set of standards listed above meet or exceed standards for other industries and follow the Nevada Health Response Guidelines for bars, we have included some additional suggestions that bars/taprooms could attempt to comply with. These standards may not be realistic for all bars/taprooms thus they have not been included as universal standards. Some business owners may see these as true barriers to doing business.

- Open windows and doors and/or run HEPA air purifiers in public areas. (Highly recommended.)
- Limit the hours customers can stay in the bar/taproom (for example 2 hours). (Business decision which may drive up revenue if done, used in many other parts of the country.)
- Phase in openings to begin with outdoor seating (this will most definitely leave some bars out). (Non-issue if bars are open.)
- Allow bars with snack-bar licenses that can serve hot food to open just like restaurants (not having a kitchen does not make a facility less safe). (Non-issue if bars are open.)
- Limit hours of operation for bars/taprooms (e.g., all bars/taprooms must close by 11pm). (Non-issue if bars adhere to social distancing and capacity requirements as stated above.)