Phase 2 Fitness and Training Restart
COVID-19 Reopening Requirements - Update

Included here:

> **Staffed indoor fitness studios and facilities providing private instruction for personal fitness training that requires access to specialized equipment, including but not limited to gymnastics, weight and resistance training, martial arts, yoga, and similar instructor-led fitness services, not to exceed five participants per session.**
>
> **Staffed indoor tennis facilities, for singles and doubles play and small group instruction, provided that groups do not exceed five people, and social distancing is maintained.**

Certain fitness training requires the use of specialized facilities and equipment which are not generally open to the public, but used by trained athletes under supervised personal training agreements, or by reservation. All fitness training facilities operating during Phase 2 must adopt a written procedure for employee safety and customer interaction that is at least as protective as this procedure and complies with the safety and health requirements below.

Safety and Health Requirements

All staffed fitness training facilities operating during Phase 2 have a general obligation to keep a safe and healthy facility in accordance with state and federal law and safety and health rules for a variety of workplace hazards. In addition, they must comply with the following COVID-19 worksite-specific safety practices, as outlined in Governor Jay Inslee's "Safe Start" Proclamation 20-25, and in accordance with the Washington State Department of Labor & Industries General Requirements and Prevention Ideas for Workplaces and the Washington State Department of Health Workplace and Employer Resources & Recommendations at https://www.doh.wa.gov/Coronavirus/workplace.

Employers must specifically ensure operations follow the main L&I COVID-19 requirements to protect workers, including:

- Educate workers in the language they understand best about coronavirus and how to prevent transmission and the employer's COVID-19 policies.
- Maintain minimum six-foot separation between all employees (and customers) in all interactions at all times. When strict physical distancing is not feasible for a specific task, other prevention measures are required, such as use of barriers, minimize staff or customers in narrow or enclosed areas, stagger breaks, and work shift starts.
- Provide (at no cost to employees) and require the wearing of personal protective equipment (PPE) such as gloves, goggles, face shields and face masks as appropriate or required for the work activity being performed. Cloth facial coverings must be worn by every employee not working alone on the jobsite unless their exposure dictates a higher level of protection under Department of Labor & Industries safety and health rules and guidance with the following exceptions: when working alone in an office, vehicle, or at a job site; if the individual is deaf or hard of hearing, or is communicating with someone who relies on language cues such as facial markers and expression and mouth

movements as a part of communication; if the individual has a medical condition or disability that makes wearing a facial covering inappropriate; or when the job has no in-person interaction. Refer to Coronavirus Facial Covering and Mask Requirements for additional details. A cloth facial covering is described in the Department of Health guidance, https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/ClothFacemasks.pdf.

- Ensure frequent and adequate hand washing with adequate maintenance of supplies. Use disposable gloves where safe and applicable to prevent transmission on tools or other items that are shared.
- Establish a housekeeping schedule that includes frequent cleaning and sanitizing with a particular emphasis on commonly touched surfaces.
- Screen employees for signs/symptoms of COVID-19 at start of shift. Make sure sick employees stay home or immediately go home if they feel or appear sick. Cordon off any areas where an employee with probable or confirmed COVID-19 illness worked, touched surfaces, etc. until the area and equipment is cleaned and sanitized. Follow the cleaning guidelines set by the CDC to deep clean and sanitize.
- Post a sign at the entrance to the business so that it is immediately noticeable to all customers entering the store that strongly encourages customers to wear cloth facial coverings. Employers are encouraged to require customers to wear cloth facial coverings, in order to protect their employees.

A site-specific COVID-19 Supervisor shall be designated by the employer at each job site to monitor the health of employees and enforce the COVID-19 job site safety plan.

A worker may refuse to perform unsafe work, including hazards created by COVID-19. It is unlawful for an employer to take adverse action against a worker who has engaged in safety-protected activities under the law if the individual's work refusal meets certain requirements. Information is available in these publications: Safety and Health Discrimination in the Workplace brochure and Spanish Safety and Health Discrimination brochure.

Employees who choose to remove themselves from a worksite because they do not believe it is safe to work due to the risk of COVID-19 exposure may have access to certain leave or unemployment benefits. Employers must provide high-risk individuals covered by Proclamation 20-46 with their choice of access to available employer-granted accrued leave or unemployment benefits if an alternative work arrangement is not feasible.

Other employees may have access to expanded family and medical leave included in the Families First Coronavirus Response Act, unemployment benefits, or other paid time off depending on the circumstances. Additional information is available at Novel Coronavirus Outbreak (COVID-19) Resources and Paid Leave under the WA Family Care Act and the Families First Coronavirus Response Act.

No fitness training facility may operate until it can meet and maintain all the requirements in this document, including providing materials, schedules and equipment required to comply. Additional considerations may be adopted, as appropriate.

All issues regarding worker safety and health are subject to enforcement action under L&I's Division of Occupational Safety and Health (DOSH).

- Employers can request COVID-19 prevention advice and help from L&I's Division of Occupational Safety and Health (DOSH).
- Employee Workplace safety and health complaints may be submitted to the L&I DOSH Safety Call Center: (1-800-423-7233) or via e-mail to adag235@lni.wa.gov.
- General questions about how to comply with the agreement practices can be submitted to the state's Business Response Center at : https://coronavirus.wa.gov/how-you-can-help/covid-19business-and-worker-inquiries
- All other violations related to Proclamation 20-25 can be submitted at https://bit.ly/covidcompliance.

Additional considerations:

Phase 2 authorized operations include appointment-only one-on-one personal training and small group fitness sessions (groups of 5 or less) at private specialized training facilities.

Prior to reopening, all fitness training facilities are required to develop for each location a comprehensive COVID-19 exposure control, mitigation and recovery plan. The plan must include policies regarding the following control measures: PPE utilization; on-location physical distancing; hygiene; sanitation; symptom monitoring; incident reporting; location disinfection procedures; COVID-19 safety training; exposure response procedures and a post-exposure incident project-wide recovery plan. A copy of the plan must be available at the location and available for inspection by state and local authorities. Failure to meet posting requirements will result in sanctions, including the location being shut down.

All indoor staffed fitness facilities should stay updated on advice from national sports associations, such as:

United States Tennis Association:

- Players: https://www.usta.com/en/home/stay-current/national/usta-statement-on-safety-ofplaying-tennis-during-the-covid-19-v.html
- Facilities: https://www.usta.com/en/home/stay-current/national/playing-tennis-safely--facilityand-programming-recommendations.html

US Gymnastics: https://usagym.org/PDFs/About%20USA%20Gymnastics/covid/safereopening.pdf

COVID-19 Trainer Responsibility

1. Personal trainers conducting personal training will be responsible for ensuring that the COVID-19 Safety Plan is being adhered to.

COVID-19 Safety Training

2. A safety briefing must be conducted at the beginning of each personal training session to reemphasize the protective measures for everyone to include maintaining social distancing,

sanitation protocols, and pre-session screening. Alternatively, a safety video can be shared and emailed to the client prior to the scheduled appointment.

3. Each client will sign a waiver of consent and commitment to the facility's reopening policies prior to their scheduled appointment time. Clients will be informed to wear training attire to the facility, and bring their own hand towel. For tennis, players must bring their own tennis balls.

Pre-Session Screening

4. Place signage at facility entrances to instruct patrons that they cannot enter if they have been diagnosed with COVID-19 (have not recovered or are still within the required 14-day quarantine), had symptoms of COVID-19 (within the last 24 hours), or had contact with a person that has or is suspected to have COVID-19 (within the last 14 days).
5. A facility may conduct a temperature screening and/or questionnaire of clients at the facility entrance.
6. For facilities that take reservations: Utilize on-line or phone reservation systems to pre-pay and limit interactions.

Safety and social distancing practices

7. Social distancing guidelines of at least six feet of separation must be maintained by every person in the facility at all times to the greatest extent possible. Each facility will have a social distancing plan that explains where clients can be at a given time in lobby or waiting areas, private offices, and the training area. Place signage at entrances and throughout the facility to instruct clients of the enhanced social distancing requirements.
8. Authorized access to the facility should primarily be through the front door. Other access points should be kept closed.
9. Tissues and trash cans must be made available throughout the facility.
10. Training equipment will be adjusted or access restricted in order to maintain proper social distancing standards. Frequently clean and disinfect high-touch surfaces, such as gym equipment, handrails, doorknobs, and restrooms. Sanitation workers disinfecting these areas must be provided appropriate personal protective equipment (PPE) for these work tasks and trained on work expectations. If these areas cannot be cleaned and disinfected frequently, these locations shall be shut down until such measures can be achieved and maintained.
11. Number of people in the facility, to include staff, trainers, and clients, will be limited to 30 percent of the facility's building occupancy, as determined by the fire code.
12. Congregations of no more than five people will be allowed in common areas such as employee break rooms and lobbies, and only if social distancing may be maintained.
13. Training sessions must be staggered to maintain social distancing and limited capacity in a facility.

Sanitation Protocols

14. Ensure restrooms are frequently cleaned and appropriately disinfected throughout the day.

15. Clients shall be required to bring their own water bottles. Water fountain use shall be restricted to water bottle filling stations only. Congregating at water bottle filling stations shall be limited.
16. Soap and running water shall be abundantly provided for frequent handwashing.
17. Hand sanitizer with at least 60% alcohol must be available and distributed throughout the facility.
18. All clients will wash their hands or use facility provided hand sanitizer upon entrance to the facility and prior to entering the training floor. This will be confirmed by the trainer.
19. Equipment will be sanitized immediately after each use. Sanitation spray or wipes will be dispersed throughout the training floor. Regularly sanitize counter tops, door knobs, other common surfaces, cash registers, score posting kiosks, and other frequently touched surfaces including employee used equipment.
20. Trainers must wash their hands and use hand sanitizer before and after each training session.
21. Facility provided towel service will be discontinued during Phase 2.
22. For guidance on choosing safer disinfectants: Safer Cleaning, Sanitizing and Disinfecting Strategies to Reduce and Prevent COVID-19 Transmission, UWDEOHS https://osha.washington.edu/sites/default/files/documents/FactSheet_Cleaning_Final_UWDEOHS_0.pdf

Limited Use of Facility and Business Adaptations

23. No large group fitness classes (more than 5) will be permitted during Phase 2.
24. No in-facility child care services will be permitted during Phase 2.
25. The following areas will be closed during Phase 2: Showers, pools, basketball courts and other group athletic areas, hot-tubs, saunas, steam rooms, and tanning beds. Locker room use will be limited use for hand washing and restrooms only, or avoided if possible.

Employee/Trainer Protection

26. Screen all employees and trainers reporting to work for COVID-19 symptoms with the following questions:
    - Have you been in close contact with a confirmed case of COVID-19?
    - Are you experiencing a cough, shortness of breath, or sore throat?
    - Have you had a fever in the last 48 hours?
    - Have you had a loss of taste or smell?
    - Have you had vomiting or diarrhea in the last 24 hours?
27. Ask employees and trainers to take their temperature at home prior to arriving at the business, or take their temperature when they arrive. Thermometers used at the facility shall be 'no touch' or 'no contact' to the greatest extent possible. If a 'no touch' or 'no contact' thermometer is not available, the thermometer must be properly sanitized and disinfected between each use. Any employee or trainer with a temperature of 100.4°F or higher is considered to have a fever and must be sent home.

28. Staff must be sent home if they're sick or feel sick. If an employee or trainer reports feeling sick and goes home, the area where the person worked should be immediately disinfected.
29. Staff must wear employer provided face coverings and other personal protection items as required by the Washington State Department of Labor & Industries. Facility owners should provide training on personal protective equipment based on CDC guidelines and in accordance with the Washington State Department of Health guidelines.
30. Staff must wash hands frequently with soap and water and use hand sanitizer.
31. If a staff member or trainer is confirmed to have COVID-19, facility owners should inform staff and trainers of their possible exposure but maintain confidentiality as required by the Americans with Disabilities Act. The facility owner should instruct employees and trainers how to proceed based on the CDC Public Health Recommendations for Community-related Exposure.

Ventilation

32. Keep doors and windows open where possible and utilize fans to improve ventilation. Adjust mechanical ventilation systems to bring in as much outside air as possible. Increase filters to MERV 13 if the HVAC can accommodate.

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General questions about how to comply with the agreement practices can be submitted to the state's Business Response Center at : https://coronavirus.wa.gov/how-you-can-help/covid-19-business-andworker-inquiries.

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