

**Warren County Economic Recovery Plan – Retail Sector
May 28, 2020**

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INTRODUCTION

The following represents the efforts of several Retail operations in the Warren County Region who combined their efforts to develop a set of baseline practices in light of the health concerns that we all face. Their effort combines input from CDC, NYS, and the Retail sector premier brands including Target, Staples, Pyramid Management Group, The Outlets of Lake George Marriott, Hilton, Wyndham, Choice, Radisson, Ocean Properties and IHG. Combined with the experience of the group the following is presented as a preliminary guide for Warren County and Lake George Retail properties to help your planning and readiness for the new operational challenges that must be addressed. Your feedback is welcome and can be sent to James Griffith (jamesgriffith@pyramidmg.com or 518-793-8818 x103).

Purpose

The guidance of the Warren County Economic Recovery Plan establishes a baseline for owners/operators of retail businesses, their employees and contractors with precautions to help protect against the spread of COVID-19 as retail businesses move forward, beginning to reopen. These guidelines are minimum requirements only and any employer is free to provide additional precautions or increased restrictions. These Best Practices guidelines and supporting documentation can change frequently. It is the responsibility of the business owner/operator to adhere to all local, state and federal requirements relative to retail business activities. The business owner/operator is also accountable for staying current with any updates to these retail business requirements and/or Site Safety Plan.

We would like to thank the following community and industry leaders for their efforts in creating this document as a way forward for each property and as a communication to the Governor and County officials regarding our collective readiness to provide a safe experience for our community, guests and staff.

PARTICIPANTS

Participant

Ben Flint

Jeff Ives

Janice Bartkowski-Fox

Kelly O'Neil-Teer

Mike Wild

Laura Kohls

Property

Target

Jonathan Reid

Adirondack Cotton

Serendipity Boutique

Supervisor-at-Large Queensbury

Factory Outlets of Lake George

Participant

James Griffith

Gina Mintzer

Gary Chatnik

Michael Bittel

Maura Forcier

Ed Blumenreiter

Property

Aviation Mall/Pyramid Management Group

LG Regional Chamber and CVB

A Christmas to Remember

Adirondack Regional Chamber of Commerce

Minky Mink

Staples

The following guidance are organized around three distinct categories: **People, Places and Processes**

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<u>Select Practices for Retail Businesses</u>	<u>Property and Employee Plans</u>	<u>Customer Plans</u>
<p><u>PHYSICAL DISTANCING PROVISIONS – MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> • Ensure 6 feet of separation between customers and employees. • For any work occurring indoors, limit workforce presence to only the employees necessary to conduct curbside and in-store pickup activities. However, no more than 50% of the maximum occupancy for a particular area set by the certificate of occupancy, inclusive of customers picking up an order who must maintain 6 ft. of space from others or wear an acceptable face covering. • Any time personnel are less than 6 ft. apart from one another or a customer and without a physical barrier (e.g. plexiglass); personnel must wear acceptable face coverings. 	<p><u>MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> • Post social distancing markers using tape or signs that denote 6 ft. of spacing in commonly used and other applicable areas (e.g. clock in/ out stations, health-screening stations, cash registers). • Any time personnel are less than 6 ft. apart from one another or a customer and without a physical barrier (e.g. plexiglass); personnel must wear acceptable face coverings. • Tightly confined spaces (e.g. elevators, small stock rooms, behind cash registers, narrow merchandise aisles) should be occupied by only one individual at a time, unless all employees are wearing face coverings. If occupied by more than one person, keep occupancy under 50% of maximum capacity. <p><u>Enhanced Best Practices</u></p> <ul style="list-style-type: none"> • See Next Page 	<p><u>MANDATORY GUEST PRACTICES</u></p> <ul style="list-style-type: none"> • Establish designated areas for pick-ups and deliveries, limiting contact to the extent possible. • Limit in-person gatherings as much as possible and use tele- or videoconferencing whenever possible. Essential in-person gatherings (e.g. meetings) should be held in open, well-ventilated spaces with appropriate social distancing among participants.
<p><u>SUPPLIES</u></p>	<ul style="list-style-type: none"> • Single use or washable face coverings • Floor signage / marking • CDC / DOH guidelines on face coverings 	

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<p><u>PHYSICAL DISTANCING PROVISIONS – ENHANCE BEST PRACTICES</u></p> <ul style="list-style-type: none"> • Create additional space for employees by limiting in-person presence to only personnel necessary for the current task(s), adjusting retail hours to spread employee and customer traffic over a longer period of time, staggering arrival/ departure times, creating A/B teams. • Staggering employee shifts and limiting customer capacity to no more than 50%. 	<p><u>ENHANCED BEST PRACTICES</u></p> <ul style="list-style-type: none"> • Modify the use and/or restrict the number of workspaces and employee seating areas to maintain 6 ft. distance. If not feasible, provide and require face coverings or enact physical barriers (e.g. plastic shielding walls), in accordance with OSHA guidelines, in areas where they would not impair airflow, heating, cooling, or ventilation. • Reduce bi-directional foot traffic by posting signs with arrows in narrow aisles, hallways, or spaces. • Designate and arrange customer waiting areas (e.g. lines, parking areas) to maximize social distancing, and implement a touchless delivery system whereby customers stay in the car while delivery takes place. 	<p><u>ENHANCED GUEST PRACTICES</u></p> <ul style="list-style-type: none"> • Stagger customer arrivals by advising pick-up time windows and avoid direct handoffs. • Encourage customers to use touchless payment options or pay ahead. • Prohibit non-essential visitors at the retail location.
<p><u>MATERIALS & SUPPLIES</u></p>	<ul style="list-style-type: none"> • DOH, OSHA 	

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<p><u>PROTECTIVE EQUIPMENT PROVISIONS – MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> • Employers must provide employees with an acceptable face covering at no-cost to the employee and have an adequate supply of coverings in case of replacement. • Acceptable face coverings include but are not limited to cloth (e.g. homemade sewn, quick cut, bandana) and surgical masks, unless the nature of the work requires stricter PPE (e.g. N95 respirator, face shield). 	<p><u>MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> • Face coverings must be cleaned or replaced after use or when damaged or soiled, may not be shared, and should be properly stored or discarded. • 	<p><u>MANDATORY GUEST PRACTICES</u></p> <ul style="list-style-type: none"> • Limit the sharing of objects (e.g. registers) and discourage touching of shared surfaces; or, when in contact with shared objects or frequently touched areas, wear gloves (trade-appropriate or medical); or, sanitize or wash hands before and after contact.
<p><u>MATERIALS & SUPPLIES</u></p>	<ul style="list-style-type: none"> • Single use or washable face coverings • CDC / DOH guidelines on face coverings 	

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<p><u>HYGIENE & CLEANING PROVISIONS – MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> • Adhere to hygiene and sanitation requirements from the Centers for Disease Control and Prevention (CDC) and Department of Health (DOH) and maintain cleaning logs on site that document date, time, and scope of cleaning. • Cleaning and disinfecting of the retail location, shared surfaces, and other areas, as well as equipment, should be performed using Department of Environmental Conservation (DEC) products identified by the Environmental Protection Agency (EPA) as effective against COVID-19. • If cleaning or disinfection products or the act of cleaning and disinfecting causes safety hazards or degrades the material or machinery, personnel should have access to a hand hygiene station between use and/or be supplied with disposable gloves. 	<p><u>MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> • Provide and maintain hand hygiene stations for personnel, including handwashing with soap, water, and paper towels, as well as an alcohol-based hand sanitizer containing 60% or more alcohol for areas where handwashing is not feasible. • Conduct regular cleaning and disinfection at least after every shift, daily, or more frequently as needed, and more frequent cleaning and disinfection of shared objects (e.g. registers) and surfaces, as well as high transit areas, such as payment devices, pickup areas, restrooms, common areas • Provide and encourage employees to use cleaning/disinfecting supplies before and after use of shared and frequently touched surfaces, followed by hand hygiene. • Ensure gloves are worn while handling any food products. • Sanitize hands before and after transferring a load (e.g. truckload) of merchandise. <p><u>Enhanced Best Practices</u></p> <ul style="list-style-type: none"> • See Next Page 	<p><u>MANDATORY GUEST PRACTICES</u></p> <ul style="list-style-type: none"> • Prohibit shared food and beverages (e.g. buffet-style meals).
<p><u>MATERIALS & SUPPLIES</u></p>	<ul style="list-style-type: none"> • Approved CDC / DOH products 	

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<p><u>HYGIENE & CLEANING PROVISIONS – ENHANCED BEST PRACTICES</u></p> <ul style="list-style-type: none"> • Prepare a plan for receipt and resale of returned merchandise or modify policies to ensure safety of employees and customers. 	<p><u>ENHANCED BEST PRACTICES</u></p> <ul style="list-style-type: none"> • Wherever possible, increase ventilation of outdoor air (e.g. opening windows and doors) while maintaining safety precautions. • Encourage employees to bring lunch from home and reserve adequate space for employees to observe social distancing while eating meals. 	<p><u>ENHANCED GUEST PRACTICES</u></p>
<p><u>MATERIALS & SUPPLIES</u></p>		

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<p><u>COMMUNICATION PROVISIONS – MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> Affirm you have reviewed and understand the state-issued industry guidelines, and that you will implement them. Establish a communication plan for employees, visitors, and clients with a consistent means to provide updated information. Maintain a continuous log of every person, including workers and visitors, who may have close contact with other individuals at the work site or area; excluding customers; and excluding deliveries that are performed with appropriate PPE or through contactless means. 	<p><u>MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> Post signage inside and outside of the retail location to remind personnel and customers to adhere to proper hygiene, social distancing rules, appropriate use of PPE, and cleaning and disinfecting protocols. If a worker, visitor, or customer was in close contact with others at the retail location and tests positive for COVID-19, employer must immediately notify state and local health departments and cooperate with contact tracing efforts, including notification of potential contacts, such as workers, visitors, and/or customers (if known) who had close contact with the individual, while maintaining confidentiality required by state and federal law and regulations. Conspicuously post completed safety plans on site. 	<p><u>MANDATORY GUEST PRACTICES - ENHANCED</u></p> <ul style="list-style-type: none"> Use social media, verbal communication, and signs to provide customers with instructions for ordering/pickup and to encourage them to use of face coverings when 6 ft. of distance cannot be maintained, in accordance with CDC and DOH guidance.
<p><u>MATERIALS & SUPPLIES</u></p>	<ul style="list-style-type: none"> Approved CDC / DOH products 	

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<p><u>SCREENING PROVISIONS – MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> • Employees who are sick should stay home or return home if they become ill at work. • Implement mandatory health screening assessment (e.g. questionnaire, temperature check) before employees begin work each day and for essential visitors (but not customers), asking about (1) COVID-19 symptoms in past 14 days, (2) positive COVID-19 test in past 14 days, and/or (3) close contact with confirmed or suspected COVID-19 case in past 14 days. Assessment responses must be reviewed every day and such review must be documented. • On-site screeners should be trained by employer identified individuals familiar with CDC, DOH, and OSHA protocols and wear appropriate PPE, including at a minimum, a face covering. 	<p><u>MANDATORY PRACTICES</u></p> <ul style="list-style-type: none"> • Employees who present with COVID-19 symptoms should be sent home to contact their health care provider for medical assessment and COVID-19 testing. If tested positive, employee may only return completing a 14-day quarantine. • Employees who present with no symptoms but have tested positive in past 14 days may only return to work after completing a 14-day quarantine. • Employees who have had close contact with a confirmed or suspected person with COVID-19 but are not experiencing any symptoms should inform their employer and may be able to work with additional precautions, including regular monitoring for symptoms and temperature, required face covering all times, and appropriate social distancing from others. • Have a plan for cleaning, disinfection, and contact tracing in the event of a positive case. 	<p><u>MANDATORY GUEST PRACTICES - ENHANCED</u></p> <ul style="list-style-type: none"> • Perform screening remotely (e.g. by telephone or electronic survey), before reporting to the retail location, to the extent possible. • Encourage – but do not require – customers to complete a health screen and provide contact information so that they can be logged and contacted for contact tracing, if necessary.
<p><u>MATERIALS & SUPPLIES</u></p>	<ul style="list-style-type: none"> • CDD, DOH and OSHA protocols 	