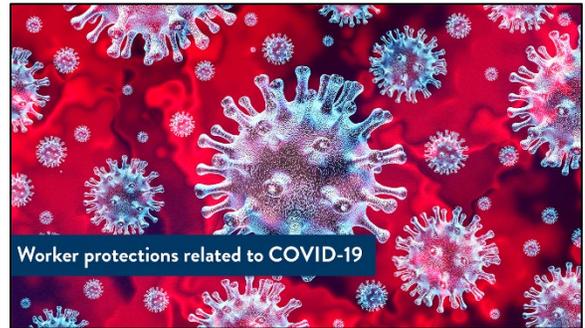


## COVID-19: Protecting golf course workers and customers

The Minnesota Department of Labor and Industry (DLI) requires all employers to develop a COVID-19 Preparedness Plan to protect workers from exposure to the virus. This follows Gov. Tim Walz's Executive Orders [20-74](#) and [20-81](#) (see <https://mn.gov/governor/news/executiveorders.jsp>).

As provided in guidelines from the Centers of Disease Control and Prevention ([CDC](#)), the Minnesota Department of Health ([MDH](#)) and [Stay Safe Minnesota](#), employers must ensure: social distancing for employees and customers; the use of face coverings for employees and customers when indoors and when social distancing is not possible outdoors; frequent and adequate handwashing; regular cleaning and disinfection of workplaces; and sick employees are encouraged to stay home. Employers must also provide basic workplace hazard education about the coronavirus and how to prevent transmission, in a language best understood by employees.



### Plan for effective handwashing and sanitizing

- Install hand-sanitizing dispensers and disinfecting wipes at key locations for customers and workers to use.
- Require workers – and allow them the time – to wash their hands frequently with soap and water for at least 20 seconds, in particular: when they arrive and depart from work; before and after they use the restroom; before eating, drinking or using tobacco; when they leave their workstation; after handling equipment or tools that may have been used by others; and after handling money.
- Routinely clean and sanitize golf carts and label those that are cleaned.
- Clean and sanitize cash registers routinely and between use by different persons.
- Consider use of protective gloves where necessary.
- Set up a schedule to keep handwashing supplies well stocked, handwashing areas clean and trash emptied.

### Plan for effective social distancing

- Require all workers to stay at least six feet away from customers and coworkers. Require the use of and provide face coverings for those working indoors and those who are unable to social distance while working outdoors. (Review Executive Order [20-81](#) for allowed exemptions to required use of face coverings.)
- If practical, eliminate the need for customers to enter the pro shop or buildings. Bring item purchases out and set them on a table made available for customer pick-up.
- To facilitate social distancing, limit the number of customers in an area, such as at building entrances and at the starter's booth.

- Mark six-foot increments (using colored tape, chalk, etc.) on the ground or floor to ensure social distancing at checkout counters and the starter's booth.
- Post large, printed, attention-getting signs that are readable from a distance (or use portable, electronic signs) to inform customers of the social distancing and hygiene practices.
- Consider discontinuing refreshment cart service.
- Prohibit the sharing of phones, tools, equipment and other workplace items that are not sanitized between each use.
- Encourage a one-golfer-per-cart policy for customers who are not of the same household or social pod and maintain social distancing or use face coverings, if distancing is not maintained.
- Increase the time between scheduled tee times.
- Consider removing touchable surfaces, such as bunker rakes, water coolers, ball washers, etc., if routine sanitizing is not practical.
- Alter range and putting green practices to comply with social distancing.
- Require customers to use face coverings while indoors.

## Ensure sick workers are not at work

- Monitor employees for signs of illness at the beginning of shifts, including using health status screening and checking temperatures, and require sick workers to stay home or return home if they are experiencing symptoms or have tested positive for COVID-19.
- Relax leave policies and provide paid leave for employees who are sick from or show symptoms of COVID-19 illness.
- Ensure employees know the signs and symptoms of the COVID-19 illness, such as a cough, fever, shortness of breath or difficulty breathing, chills, sore throat and muscle pain.

## Payment counter and vending considerations

- Install "sneeze shields" at the pro shop checkout and the starter's booth and instruct customers to stand behind them.
- Provide disposable wipes and hand sanitizer for employee and customer use.
- Consider closing vending machines and ATMs if the surfaces cannot be maintained sanitized between customers and if it is not possible to ensure at least six feet between users.

## Cleaning surfaces

- Clean and disinfect commonly touched surfaces, such as counters, light switches and door handles, and bathrooms, locker rooms and breakrooms multiple times a day. Designate one or more workers to clean and disinfect the commonly touched surfaces. Use the environmental cleaning guidelines set by the CDC (see [www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html](http://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html)).
- Clean and sanitize work vehicles between use by each work crew and golf carts between use by golfers. When disinfecting for coronavirus, the Environmental Protection Agency (EPA) recommends using the longest recommended contact time and most effective method for the surface.

- Provide and ensure workers use appropriate personal protective equipment (PPE), such as gloves and eye or face protection (splash goggles or face shields) when mixing, spraying and wiping with chemical cleaning products.

## Other protective measures

- Provide ways for workers to express their concerns about and ideas to improve safety and health.
- Alert managers or supervisors of strategies for handling customers who are not following social distancing practices, who are not wearing a face covering or who show signs of illness. For example, it might be helpful to ask a coughing customer to leave and to provide them a rain check.
- Update your A Workplace Accident and Injury Reduction (AWAIR) program to include awareness and prevention measures for diseases and viruses.
- Establish contactless methods for delivery drop-off where workers can maintain social distancing.

## Educate workers about how to prevent coronavirus transmission

- Teach workers the importance of social distancing, proper handwashing, the use of face coverings, covering coughs and sneezes, and avoidance of touching their nose, mouth or eyes.
- Review business protocols that will be implemented to prevent COVID-19 exposure.
- Teach workers when and how to use face coverings and PPE. Include proper methods for removing protective gloves, if used (see [www.cdc.gov/vhf/ebola/pdf/poster-how-to-remove-gloves.pdf](http://www.cdc.gov/vhf/ebola/pdf/poster-how-to-remove-gloves.pdf)).
- Communicate important safety messages and updates with meetings, signs, electronic postings, apps, etc.
- Post a copy of your COVID-19 Preparedness Plan.

## Workplace discrimination is always prohibited

- It is against the law for any employer to take any adverse action against a worker, such as firing or threatening the worker, for exercising their safety and health rights. Such rights include: raising safety and health concerns to their employer; participating in union activities concerning safety and health; filing a safety and health complaint; or participating in a Minnesota Occupational Safety and Health Administration (MNOSHA) Compliance investigation.

## Resources

- DLI: Updates related to COVID-19 – [www.dli.mn.gov/updates](http://www.dli.mn.gov/updates); this page includes links to a COVID-19 Preparedness Plan template, instructions and guidelines
- Stay Safe Minnesota industry guidance – <https://staysafe.mn.gov/industry-guidance/index.jsp>
- Safy Safe Minnesota guidance for all businesses – <https://staysafe.mn.gov/industry-guidance/all-businesses.jsp>

## Get help for your worksite

For a free workplace safety and health consultation, visit Minnesota OSHA Workplace Safety Consultation online at [www.dli.mn.gov/business/workplace-safety-and-health/mnosha-wsc-free-site-safety-and-health-consultation-assistance](http://www.dli.mn.gov/business/workplace-safety-and-health/mnosha-wsc-free-site-safety-and-health-consultation-assistance), or contact us at 651-284-5060, 800-657-3776 or [osha.consultation@state.mn.us](mailto:osha.consultation@state.mn.us).

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