As of June 8, 2020, Governor Charlie Baker announced Massachusetts would move into Phase 2 of the four-phase plan.

This document provides quick access to key government documents and AIM resources for employers to re-open safely in Phase 2, based on guidance issued by the Baker-Polito Administration. The document will be updated accordingly. Public health metrics will drive the state’s decisions to initiate any/all consecutive reopening phases.

What businesses can open in Phase 2?

Phase Two will be introduced in two steps.

Step one of Phase 2 includes retail, restaurants (outdoor table service), childcare facilities, and hotels with contingencies. Step one is effective as of June 8, 2020. For the full list of businesses allowed to re-open in step one click here.

Step two will include indoor table service at restaurants and close-contact personal services, with restrictions including, nail care, skin care, and hair removal and replacement. Step two will become effective at a later date during Phase 2. Click here for the full list.

Phase Two Step One Sector-specific Protocols:
- Safety Standards for Car Washes
- Safety Standards for Driving and Flight Schools
- Safety Standards for Golf Facilities
- Safety Standards for Operators of Lodgings
- Safety Standards for Restaurants (Outdoor Table Service)
- Safety Standards for Retail Businesses
- Safety Standards for Sectors Not Otherwise Addressed

Phase Two Step Two Sector-specific Protocols:
- Safety Standards for Close Contact Personal Services

What standards must all businesses meet to reopen?

In order to reopen, every business in the Commonwealth should adhere to the following:
1. Implement Mandatory Workplace Safety Standards generated by the Executive Office of Housing and Economic Development in conjunction with the Department of Public Health.
   a. See here for Sector-Specific Protocols and Best Practices.
2. Develop a COVID-19 Control Plan including the implementation of the Mandatory Workplace Safety Standards.
   a. Your workplace control plan does not need to be submitted for approval, but you must keep it on site and available in case of a required inspection by the local board of health.

3. Complete AND publicly display the Commonwealth’s Business Self-Attestation form to show you are following the required Safety Standards.
   a. This must be posted in a location visible to both your employees and visitors.

4. Post both the Employer Guidance and the Worker Guidance posters accordingly.
   a. The Employer Guidance must be posted in a location visible to visitors and the Worker Guidance must be posted in a location visible to your employees.

What AIM Resources Are Available?

1) AIM Webinar: On Wednesday, June 10th, AIM Executive Vice President of Government Affairs, Brooke Thomson moderated a “Phase II Return to the Workplace” Webinar featuring Co-founder and CEO of PR Restaurants LLC (franchisee of Panera Bread), Mitch Roberts.

   Full Webinar Recording
   Full Webinar Slides

2) AIM Return to Workplace Guide: As mentioned above, AIM has published a Return to the Workplace Guide to help employers and HR professionals reopen workplaces safely and appropriately. The current guide is available to all Massachusetts businesses, free of charge.

3) AIM Employer Guide: AIM’s recently published 2020 edition of Employment Laws for Massachusetts Companies Reference Guide is updated annually to reflect recent changes in federal and state law, as well as regulatory and case-law developments.

4) AIM’s Protective Equipment Match Making: AIM is launching an effort to match companies in need of protective equipment with member employers who provide it. Massachusetts companies re-opening under mandatory safety standards will need to purchase protective equipment and services that have been in short supply throughout the COVID-19 pandemic. Apply to be listed on the AIM Protective Equipment/Reopening Services Marketplace page.

Who can I call at AIM?

For public policy questions regarding the re-opening process: AIM members may contact Brad MacDougall, Senior Vice President for Government Affairs at 617-262-1180 or bmacdougall@aimnet.org.

For additional help with developing your re-opening plan any business can contact Gary MacDonald, EVP for AIM HR Solutions at 617-262-1180 or gmacdonald@aimnet.org.

For questions about AIM please contact membership@aimnet.org or learn more about AIM here.