

Massachusetts Phase 2 Reopening Fact Sheet and Q&A

Updated June 10, 2020 | 4:00pm

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](#).