

Phase 2 and 3 Indoor Fitness and Training COVID-19 Reopening Requirements - Update

Changes in August 3 update:

- Removing the restriction on independent fitness training by allowing fitness and sports training other than group fitness classes.
- Increasing the distancing requirement while exercising indoors from six feet to 300 square feet per person, except while practicing certain team sports. For large facilities, occupancy is limited to 25 percent of the facility's occupancy limit, as determined by the fire code. Occupancy and distancing requirements should be determined and posted for every room in the facility.
- Requiring all patrons to wear face coverings when inside indoor fitness facilities, except while engaged in strenuous exercise. Patrons who remove their cloth facial coverings to exercise must wear them at all other times, including immediately before and immediately after exercise.
- Clarifying the use of indoor team sports facilities for practice and limited competition with no spectators.
- Harmonizing Phase 2 and 3 guidance to allow some limited indoor fitness and training activities in all areas of the state.
- Clarifying that outdoors locations for fitness training and team sports are preferred to indoors locations and should be utilized to the greatest extent possible. Outdoor temporary structures may be used. Outdoor temporary structures should have no more than two walls to provide appropriate ventilation.

Included here:

Staffed indoor fitness studios, independent sports and fitness training, group fitness, gyms, and multi-use indoor fitness facilities providing private instruction and access to personal fitness training and/or specialized equipment, including but not limited to weight and resistance training, cardio exercise equipment, martial arts, yoga, gymnastics, rock climbing, and similar personal training, group training, or independent fitness services.

Staffed standalone indoor sports facilities, or indoor sports facilities that are part of a multi-use indoor fitness facility, including volleyball courts, squash and racquetball courts, tennis courts, ice rinks, and other similar indoor facilities that provide private instruction for personal fitness and sports training.

Not included here:

Pools. Pool facilities should follow the Department of Health's COVID-19 guidance for staffed pools and the Governor's Phased Guidance for pools:

<https://www.governor.wa.gov/sites/default/files/COVID19%20Modified%20Phase%201%20Mini%20Golf%20Putt%20Putt%20and%20Water%20Recreation.pdf>

<https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/WaterRecreationProgGuidanceCOVID-19.pdf>

Sporting activities and outdoor group fitness classes. Except as otherwise specified in this guidance, indoor competitive sporting activities, such as professional, amateur, or organized team sports and outdoor group fitness classes should follow the guidance for Professional Sports and Other Sporting Activities:

<https://www.governor.wa.gov/sites/default/files/COVID19%20Phase%202%20and%203%20Sporting%20Activities%20Guidance.pdf>

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. Independent sports and fitness training, group fitness classes, and some indoor team sport facility use are authorized in Phase 2 and Phase 3, as specified in this guidance.

All indoor fitness training facilities operating during Phase 2 and Phase 3 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.

Limited Use of Facility and Business Adaptations

Access to indoor fitness and sports facilities is limited by the size of the facility:

- All facilities must provide a minimum of 300 square feet per person of physical distance between persons in all areas of the facility, unless occupancy limits are otherwise specified in this guidance. When strict physical distancing is not feasible for a specific, limited-duration task, such as walking in hallways, using restrooms, or safety monitoring; other prevention measures are required, such as face coverings, alternating access, and physical barriers, when appropriate.
- For a facility that is larger than 12,000 sq. feet, the occupancy of the facility may not exceed 25 percent of the fire code occupancy rating.
- The minimum 300 square feet per person occupancy must be calculated and enforced for every room in a facility where indoor fitness and training occurs. Each room where indoor fitness and training occurs must be monitored to ensure the 300 square feet per person maximum occupancy is not exceeded.

The following areas will be closed: Showers, hot-tubs, saunas, steam rooms, tanning beds, squash courts, and racquetball courts. Locker room use will be limited to use for hand washing and restrooms only, or as required for use of the pool authorized under DOH guidelines.

For multi-use fitness facilities: the following areas will be restricted to small groups of five (5) people for personal training, or amateur use, unless otherwise specified in guidance provided for organized team sports: basketball courts, volleyball courts, pickle ball, tennis courts, and other indoor sports facilities. A minimum of six feet of physical distance between individuals must be maintained at all times.

Team sports specific training guidance:

- High and medium contact sports such as hockey, soccer, cheerleading, dance, and basketball are limited to practice, with no games or competitions allowed. Practice is limited to groups of five, not including the coach or trainer, if applicable, with no contact and a minimum of six feet of physical distance between participants at all time. No spectators are allowed for practices.
- Low contact sports, such as tennis and volleyball practices and competitions are allowed, but participants are limited to no more than five per court and no spectators are allowed for either practice or competitions.

No in-facility child care services will be permitted, unless consistent with Department of Health guidance for [Child Care, Youth Development, and Summer Day Camps](#). Children in child care do not count toward the overall occupancy limit for the purpose of calculating fitness facility occupancy and the minimum required square footage per person.

Safety and Health Requirements

All staffed indoor fitness and training facilities operating during Phase 2 or Phase 3 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 the Governor’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](#).

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.
- Exceptions to this requirement for cloth face coverings include: when working alone in an office, vehicle, or at a job site; if the individual is deaf or hard of hearing, and 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 [Washington Coronavirus Hazard Considerations for Employers \(except COVID-19 care in hospitals & clinics\) Face Coverings, Masks, and Respirator Choices](#) for additional details. Cloth face coverings are described in the [Department of Health guidance](#).
- 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 the start of their 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 requires customers to wear cloth facial coverings. All customers must adhere to the requirements of the Secretary of Health's [Order 20-03](#), unless they are exempt from the requirement. People who are engaged in high intensity activities, such as strenuous indoor fitness, training, recreation, and sporting activities, may not be able to wear a cloth face covering if it causes difficulty breathing while exercising. Customers who remove their cloth facial coverings to exercise must wear them at all other times at indoor recreation and training facilities including immediately before and immediately after exercise. If patrons are unable to wear a cloth face covering while engaged in strenuous exercise, the facility should consider conducting the activity in a location with greater ventilation and air exchange (for instance, outdoors versus indoors) and where it is possible to maintain more physical distance from others.
- Post a sign in each individual room where indoor fitness and training takes place with total occupancy allowed in that room based on the 300 square foot per person calculation, or the 25 percent of occupancy limit for larger facilities, whichever number is lower.

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, including occupancy limits and sanitation protocols.

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 indoor 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-19-business-and-worker-inquiries>.
- All other violations related to Proclamation 20-25 can be submitted at <https://coronavirus.wa.gov/report-safe-start-violation>.

Additional considerations:

Prior to reopening, all indoor 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.

Personal Training Responsibility

1. The facility is responsible for providing a safety briefing at the beginning of each personal training and group fitness training session to emphasize 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, or played for the group. Each client will sign a waiver of consent and commitment to the facility's reopening policies prior to their scheduled appointment time.

Pre-Session Screening

2. 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 10-day isolation period), 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).
3. A facility may employ a COVID-19 safety monitor to conduct a temperature screening and/or

questionnaire of clients at the facility entrance.

4. For facilities that take reservations: On-line or phone reservation systems to pre-pay and limit interactions are recommended.

Safety and social distancing practices

5. All indoor fitness operations will employ one site-specific COVID-19 supervisor and additional safety monitors if needed, trained in the Washington State guidelines contained here, to ensure social distancing, implement hygiene protocols, and ensure face covering requirements are adhered to in all parts of the facility during all hours of operations. This may require assigned safety monitors for group fitness activities.
6. The facility should mark group exercise rooms with floor markings to show the physical distancing requirements for participants, when practical, and sanitize thoroughly before and after use. Adequate time must be provided between classes in order for the facility to properly sanitize after each class.
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. The facility's COVID-19 supervisor is responsible for ensuring social distancing guidelines are maintained at all times.
8. Place signage at facility entrances and throughout the facility to instruct clients of the enhanced social distancing requirements. Place signage at the entrance to every room within the facility identifying the allowed occupancy of that room, per the facility use limitations in this guidance.
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. The facility is responsible for frequently cleaning and disinfecting high-touch surfaces, such as shared gym equipment, group fitness equipment, handrails, doorknobs, and restrooms. The facility's COVID-19 supervisor is responsible for ensuring that sanitation workers disinfecting these areas are 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. 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.
12. Training sessions must be staggered to maintain social distancing, facility capacity limits, and instructor safety. Adequate breaks should be provided to fitness instructors who are required to wear face coverings for prolonged periods of time.

Sanitation Protocols

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

15. Soap and running water shall be abundantly provided for frequent handwashing.
16. Hand sanitizer with at least 60% alcohol must be available and distributed throughout the facility.
17. 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 COVID-19 supervisor or other trained COVID-19 safety monitor.
18. 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.
19. Trainers must wash their hands or use hand sanitizer before and after each training session.
20. Clients will be informed to wear training attire to the facility and to bring their own towel.
21. For tennis, players must bring their own tennis balls.
22. For guidance on choosing safer disinfectants: Safer Cleaning, Sanitizing and Disinfecting Strategies to Reduce and Prevent COVID-19 Transmission, UWDEOHS_ https://https://osha.washington.edu/sites/default/files/documents/FactSheet_Cleaning_Financial_UWDEOHS_0.pdf

Employee/Trainer Protection

23. 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?
24. 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.
25. 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.
26. 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 in accordance with the Washington State Department of Labor & Industries guidelines.
27. Staff must wash hands frequently with soap and water and use hand sanitizer.
28. 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

29. 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.
30. Outdoors locations for fitness training and team sports are preferred to indoors locations, and should be utilized to the greatest extent possible to allow for maximum fresh air circulation and social distancing. Outdoor temporary structures may be used. Outdoor temporary structures should have no more than two walls to provide appropriate ventilation.