



Guidelines for Self-Provided Masks

In the event your restaurant is not able to supply masks (which are not a part of the McDonald's uniform) to employees, employees who still wish to cover their faces should be allowed to bring their own face coverings, provided they are clean and conform to guidelines below (e.g., surgical-type masks, scarves, face coverings made of material that does not have any sort of writing/logo/insignia/gang symbols or other gang relation, etc.). Face coverings such as Halloween masks, full face war-type respirators, scuba gear, etc. should not be allowed. In general, use common sense as to what is acceptable, not offensive, and conforms to McDonald's family values. In addition, follow the guidance below:

1. The mask or face covering should appear clean and undamaged.
2. Ideally, the face covering would be a factory-made medical-type mask and be plain with no graphics. However, DIY face coverings are acceptable if they meet the following requirements:
 - a. They should have a clean appearance. If the employee is re-using a self-provided face covering multiple times, it should be cleaned routinely.
 - b. Face coverings such as bandanas, fabric scarves/mask-like coverings or neck gaiters, should be of a solid color or generic pattern.
 - c. Long scarves should not be worn if they hang below the chest, so as to avoid the material getting caught on or touching equipment.
3. Employees need to follow the below procedures for using a mask or face covering:
 - a. Wash hands after putting on your on your mask or face covering.
 - b. Avoid touching the mask or face covering while wearing it. If you touch it while wearing, remove your gloves, wash your hands and put on a new pair of gloves. Or if not wearing gloves, wash your hands.
 - c. During a break, you should remove the mask or face covering and place it in a dry, clean place or wear it around your neck. Wash hands after removing mask or face covering, and after putting it back on.
 - d. Do not share the mask or face covering anyone else.

EXAMPLES OF WHAT IS ALLOWED:



EXAMPLES OF WHAT IS NOT ALLOWED:





NOTE: These guidelines were created for McOpCo restaurants. Owner/Operators may choose to use all, some, or none, of this information in their restaurants. Additionally, if you are operating restaurants in an area where masks/face coverings are mandated, you are responsible for complying with those applicable laws. Nothing within this document is intended to replace or in any way supersede any rules or mandates regarding masks or face coverings. Owner/operators are strongly encouraged to review the materials and consult with their EPLI and privacy counsel to decide if implementing a similar procedure makes sense for their organization.

This communication is informational only and should not be construed as legal advice. Owner/Operators seeking such advice should consult their own attorney. For those Owner/Operators who have EPLI insurance through RSUI, you may want to contact the free helpline at 877-376-4100 for advice on this topic.

This information is provided as a resource to independent franchisees. Franchisees are independent employers and each franchisee and each franchisee restaurant is unique. Franchisees are alone responsible for all employment matters in their restaurant(s), including alone making all decisions regarding the requirements for jobs and setting all terms and conditions of employment, including hiring, firing, discipline, supervision, staffing and scheduling. McDonald's USA has no control over employment matters at restaurants owned and operated by franchisees.