THEATRICAL TOURING HEALTH & SAFETY MANUAL

For The Broadway League and

The American Federation of Musicians

(07/28/21)

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INTRODUCTION

The protocols and guidelines in this document are based on the expectation that all members of the traveling company have been fully vaccinated against COVID-19. "Fully vaccinated" shall mean the participant received an FDA authorized or WHO authorized vaccine, and the participant is more than 14 days following the final dose of a vaccine. Recommendations will be updated as often as necessary as more scientific knowledge about COVID-19, any variants to the virus and further vaccine information-and its transmission become available. The protocols and guidelines discussed are intended to provide an outline for health and safety for North American touring productions. If a production plans to travel outside of the United States of America, the parties' health and safety experts will discuss applicable regulations and other references they deem appropriate. This document will be reviewed by the parties in July, 2021, and continually assessed on no less than a quarterly basis or more frequently as needed, for the adequacy of prevention efforts and modified based on changing circumstances and evolving scientific knowledge regarding COVID-19. The parties may mutually agree in writing to modify any health and safety provisions in this agreement at any time.

The proposed recommendations are based on preventive strategies from the CDC, WHO, OSHA, State and City DOH, and medical and infectious diseases specialists, with the expectation that all members of the touring company have been fully vaccinated prior to first rehearsal. It is preferred that a company member is fully vaccinated prior to the first day of any in-person work (fittings and other activities prior to rehearsal), but in circumstances where the individual has not yet completed the vaccine process, efforts will be taken to promote a safe environment including masking, hand hygiene, sanitization of the work-space, enhanced air filtration and distancing where possible.

The parties also recognize that the changing nature of COVID-19 due to local epidemiology, virus variants, new scientific knowledge and changing government regulations cannot be fully accounted for in these safety protocols. Recent experience and current events have shown that no matter how comprehensive or well-intentioned, no set of protocols can effectively deal with our present fluid dynamic without modification or adjustment from time to time.

Therefore, the parties recognize that the above-mentioned factors may require adjustments in the safety protocols based on new knowledge about the virus. A nimble and flexible approach regarding these baseline protocols will be necessary to remain current as such responsive actions might impact:

- Vaccination guidelines
- Masking for employees
- Masking for audiences
- Frequency and type of COVID-19 testing and
- Other aspects of these protocols.

Such changes will occur with appropriate prior notice and negotiation between the League and its respective unions or where necessary, appropriate and practical, on an individual show or location basis.

References used included:

www.cdc.gov

www.annals.org

www.jamanetwork.com

www.nejm.org

www.idsociety.org

www.osha.gov

GUIDING PRINCIPALS

The safety of our audiences, touring company members and venue staff is of the utmost importance and our highest priority. Re-opening the industry and returning to work are also significant and important priorities.

These guidelines are intended to provide an outline of achievable health and safety guidelines that will apply to touring companies to minimize and mitigate the risk of COVID-19 transmission during a tour. There is no mechanism at present to completely prevent COVID-19 transmission.

The prevalence and incidence of COVID-19 infections will continually be assessed for the adequacy of prevention efforts in a particular area and modified accordingly based on the changing nature of COVID-19 and its variants across the country.

VACCINATION

Subject to the exceptions set forth below, and except as prohibited by applicable law, the Employer will require all members of the traveling company employed by the Employer to be "fully vaccinated," in accordance with the definition above.

Members of the traveling company must provide the Employer with proof of vaccination at a date established by the Employer, but in no event later than the first day of rehearsal.

Members of the traveling company who cannot receive a COVID-19 vaccination because of a qualifying disability or a sincerely held religious belief must contact the Employer by a date established by the Employer to request an accommodation. The Employer will decide whether to provide a reasonable accommodation in accordance with applicable law.

The parties will determine the appropriate Health & Safety protocols for venues where local law, regulations or guidelines do not allow for mandated vaccinations.

HAND HYGIENE

Hand hygiene is a key element of infection prevention and needs to be practiced widely. Hand washing facilities should be readily available.

- Alcohol-based hand sanitizer with at least 60% alcohol will also be readily available and strategically placed at theatre venues for use.
- Hand sanitizer and cleaning wipes will be placed in all workboxes and at the call desk.
- Everyone will be trained on hand hygiene practices (duration and when to wash or sanitize hands).
- Handshaking, hugging and other physical contact should be minimized unless it is part of their job responsibilities or part of the performance.
- Hand hygiene must be practiced when traveling (bus, plane, train or car). Hand sanitizer and antiseptic cleaning wipes will be provided when traveling if they are not made available by the transportation carrier.
- Antiseptic cleaning wipes will be provided by the company for hotels if not provided in rooms by the hotel.
- The COVID-19 Safety Manager or a qualified third party retained for such training, will train everyone in the touring company on how to practice hand hygiene for COVID-19.

MASKS

Consistent with CDC recommendations at the time of writing this manual, individuals who are fully vaccinated may resume activities that were routinely done prior to the pandemic. Masking is not required for those who are fully vaccinated. Fully vaccinated employees, however, may continue to elect to wear a face mask, except when doing so is incompatible or interferes with their job responsibilities or part of the performance during the tour such as performing on stage or other instances discussed in this document.

- To the extent an individual crew member, musician, employee, stage manager and/or cast member elects to wear a mask, an appropriate mask as recommended by the CDC and applicable OSHA guidelines and standards is required.
- No later than the first day of rehearsal the COVID-19 Safety Manager or a qualified third party retained for such training, will train everyone in the touring company, including replacements (based on their first day of rehearsal), procedures for COVID safety.
- Everyone should avoid touching their eyes, nose, mouth.
- Face shields may be used in addition to masks for certain activities discussed later in the document.
- In cases where a tour employs actors or stage managers who are d/Deaf or hard of hearing, the Employer will engage in an interactive process to determine what accommodations may be required, including whether and in what circumstances the face masks for other employees shall be the FDA approved transparent type.
- Disposable masks will be provided at no cost to the traveling company.
- Face masks must be worn to the extent they are required on airplanes, company buses and

rideshares.

PHYSICAL DISTANCING

- Consistent with CDC recommendations at the time of writing this manual, individuals who are fully vaccinated may resume activities that were routinely done prior to the pandemic.
 Physical distancing is not required for those who are fully vaccinated.
- No visitors will be allowed backstage unless deemed essential and have prior approval of the COVID-19 Safety Manager. Essential visitors include persons working directly with the production. Essential visitors must be fully vaccinated, and must have a negative FDA authorized or approved COVID-19 viral testing done three days prior to their backstage visit.
- Autograph signings, meet-and-greets and backstage tours are strictly prohibited.
- Talkbacks may only happen if the participants remain onstage and audience remains in seats in the auditorium.
- The COVID-19 Safety Manager shall review and approve the safety protocols of press events and a COVID-19 Safety Manager must accompany members of the touring company to all press events that take place outside of the theatre/venue or residence/hotel.
- The venue may be shared with other shows and/or organizations. The venue must provide cleaning between events in shared spaces if the events are contiguous in the same space (ex: stage, dressing rooms). If the events are concurrent and shared spaces will be occupied at the same time (ex: hallways, bathrooms, green rooms) presently recommended protocols relating to masks, hand hygiene, physical distancing and sanitation must be followed. Where kitchens and green rooms are concurrently shared between productions for eating, physical distancing must be maintained.

FOOD AND BEVERAGES

All local public health regulations regarding preparation and distribution of food, when provided by the Employer or the presenter, shall be followed.

DISINFECTION AND MAINTENANCE

- Department of Environmental Conservation (DEC) products identified by the Environmental Protection Agency (EPA) as effective against COVID-19 must be used for cleaning and disinfection.
- A heightened awareness to cleaning and disinfection should be practiced, and cleaning logs shall be reviewed.
- Performance space, the venue and props should be cleaned at least daily, with restrooms and frequently touched areas/objects cleaned more frequently with appropriate sanitation supplies.
- All dressing rooms, the orchestra pit, and any additional high traffic area should be cleaned prior to the first rehearsal (inclusive of sound check) and between performances thereafter.
- Green Rooms and kitchens should be cleaned prior to the arrival of the touring company and between performances thereafter.

- All restrooms should be cleaned after load in and prior to first rehearsal, inclusive of sound check.
- Should the stage managers arrive prior the first rehearsal, an office area and bathroom shall be cleaned in advance of their arrival for their use.
- Tools, headsets, microphones, radios, musical instruments should be cleaned prior to use.
- Disposable hand towels will be made easily accessible throughout the rehearsal spaces and backstage areas.
- Should any person in the touring company, local crew, local musicians, venue employees, or contractors that closely and regularly interact with the touring company develop a symptomprofile consistent with COVID-19 or test positive for COVID-19, and those individuals had a prolonged exposure (as defined by the CDC) to the workplace, enhanced cleaning shall be performed as outlined in the CDC's recommendations for cleaning and disinfection.

HEATING, VENTILATION AND AIR-CONDITIONING SYSTEMS_

Heating, ventilation and air-conditioning protocols and maintenance logs shall be reviewed. Circulation of outdoor air should be increased as practicable and in compliance with federal, state and local requirements. Portable HEPA air filtration shall be used in spaces with poor ventilation or limited fresh air ability, such as the Orchestra Pit.

COMMUNICATION, TRAINING AND EDUCATION

- Effective communication, training and support are essential to the success of a COVID-19 safety plan. All members of a touring company, inclusive of stage managers, cast, crew, musicians will be trained on COVID-19 prevention safety protocols so that they understand the policies and procedures related to reducing the risk of COVID-19 while on tour and their role in controlling the risk to themselves and others.
- Education and training on mitigation strategies including vaccination, hand hygiene, testing, among other components of the COVID-19 mitigation plan shall be done or facilitated or arranged by the COVID-19 Safety Manager or a qualified third party retained for such trainings. Training must include information on procedures for raising concerns about COVID-19.
- Musicians shall be compensated for any training or education mandated by Employers.
- All crew, musicians, employees, stage managers and cast members must attest and sign an
 acknowledgement form that they have received training and education and agree to abide by
 the protocols in this document.

INDIVIDUAL RESPONSIBILITY FOR COVID-19 PREVENTION AND MITIGATION

All members of the touring company will have personal responsibilities adhere to the protocols and to follow directives in support of these safety measures.

- All members of the touring company must adhere to all safety protocols and company directions provided for in this document.
- All members of the touring company must adhere to all employer-policies and procedures

- reasonably related to facilitate the execution of these protocols as they may be advised by the Employer. (Eg. Policies on submission of third party housing/AirBnB to meet sanitation standards, procedures that may be required for local venue symptom screening upon arrival.)
- All members of the touring company must adhere to all venue policies and procedures reasonably related to facilitate COVID-19 safety of the venue worksite as they may be advised by the Employer.
- All members of the touring company must adhere to all COVID-19 mitigation law, regulations
 and guidelines issued by federal, state and local government authorities as they may be advised
 of by the Employer.
- These obligations apply both at and away from the venue.
- Actors and Stage Managers will not be assigned to be the COVID Safety Manager or assigned COVID-19-safety protocol or other COVID-19 related duties except as may be required in fulfilling their obligations herein.
- Musicians shall adhere to the obligations contained in these Protocols, applicable COVID-19
 mitigation rules and regulations and take measures within their duties to promote a safe work
 environment.

BACKSTAGE SIGNAGE

Signage shall be posted in a variety of areas to convey the following information to the touring company, local crew and musicians and essential visitors:

- Persons ill with signs of COVID-19, or that have recently tested positive for the virus in the past two weeks, are not permitted to enter.
- Persons who have not been Fully Vaccinated must wear a mask and practice physical distancing.
- Hand hygiene requirements
- Contact information for the COVID-19 Safety Manager.

AUDIENCE RELATED

- Audience members must not be seated in the pit.
- The venue is responsible for ensuring that all applicable CDC, OSHA, state and local DOH, Regulations and Guidelines related to COVID-19 are enforced. The Employer will confirm with the venue that all applicable CDC, OSHA, state and local DOH Regulations and Guidelines related to COVID-19 are enforced.
- The Tour must be responsible for including in its presenting agreement with venues that all venues are responsible to comply with any and all applicable COVID-safety regulations.
- Patrons with symptoms consistent with COVID-19 or that have recently tested positive for COVID-19 in the past two weeks shall not be admitted.

OVERSIGHT AND LEADERSHIP/COVID-19 SAFETY MANAGER

A COVID-19 Safety Manager with training in infection prevention and occupational health screening and surveillance will have the responsibility and authority for COVID- 19 safety compliance and enforcement and will be employed in each touring company to oversee and ensure compliance with COVID-19 prevention and safety protocols discussed in this document for each covered touring

production.

Specific duties and responsibilities of the COVID-19 Safety Manager may include but are not limited to, overseeing, monitoring and enforcing adherence to protocols for testing, symptom monitoring, cleaning and disinfection, PPE, liaising with the local venue and ensuring that orientations and training occur, and other COVID-19 related duties as determined by the Producer.

The COVID-19 Safety Manager shall be readily accessible to all musicians, crew, employees, stage managers and cast members of the tour.

The COVID-19 Safety Manager has decision-making authority concerning COVID-19 related safety practices.

TESTING

- The testing requirements will be subject to periodic revision consistent with updated CDC guidance for fully vaccinated individuals. As of June 2021, the testing of the touring company shall happen weekly as follows: The touring company will receive an FDA authorized or approved antigen test or an authorized or approved PCR test for COVID-19 once a week to mitigate transmission of the virus. If an individual tests positive with the antigen test, then that will be confirmed with a follow-up FDA authorized or approved PCR test.
- The touring company will receive an FDA authorized or approved PCR or antigen test for COVID-19 within 72 hours prior to participation in their first rehearsal with the tour.
- The tests will be provided at no cost to the musicians, including upfront/out of pocket payment.
- No more than once a week, the start of the Performance Call and/or a Rehearsal Call may be extended by fifteen (15) minutes to accommodate COVID-19 testing without additional payments or time calculated towards rehearsal hours.
- Any musician who travels outside his/her home to undergo a COVID test on a day in which the musician does not work for Producer shall receive a stipend (no fringe) of two hundred fifty dollars (\$250.00) (\$250.00 CAD, if applicable).
- Reporting of test results to Employers will be done in a confidential manner consistent with state, city and federal regulations. Notification of exposed co-workers shall occur in a way as to protect the confidentiality of the person with COVID-19 and in accordance with statutory confidentiality requirements. Should there be a positive result, the Union will be immediately informed in a manner consistent with legal confidentially requirements.

SYMPTOM MONITORING

• Anyone who is sick or develops symptoms consistent with COVID-19 must self report to the COVID-19 Safety Manager. Individuals who present symptom profile that is consistent with COVID-19 or tests positive for COVID-19 must not come to work until evaluated and cleared by a licensed health care provider. Any person who becomes ill will be isolated while awaiting evaluation by a licensed health care provider. Visits for the evaluation appointment should occur within 24 hours. If all efforts are made to schedule within 24 hours but it is not possible to schedule an appointment, in that case no later than 48 hours from the time the COVID-19

Safety Officer Manager is notified and the individual is placed in isolation. If an individual is required to isolate as a result of contracting COVID-19, such that food, groceries and medications must be delivered, the individual shall be responsible for the cost of goods and services however the Employer shall reimburse for reasonable delivery fees and pay the applicable contract per diem rate provided for in the Collective Bargaining Agreement. To the extent the Musician's quarantine continues in Company housing after the end of the engagement and results in the Company hotel room rate increasing during this period, the Employer shall cover the differential in room rates as well as any fees the hotel may charge specific to COVID-19 quarantine. If a musician is obligated to isolate or quarantine, and the tour continues to its next location, the Employer shall transport the musician from the location of quarantine to the tour upon completion of quarantine. The Employer shall provide, at Employer's sole expense, ground transportation to/from the musician's hotel and to/from the plane/automobile transporting the musician to the next tour location. Additionally, each musician shall receive up to eight (8) extra sick days for quarantine or isolation related to COVID infection or positive COVID test.

- Arrangements will be made to facilitate and ensure that every member of the tour has access to
 a health care provider for this screening evaluation. If one does not have health coverage or a
 health care provider, the Employer will arrange for the person's access to a provider and be
 responsible for any associated costs for the screening evaluation.
- CDC, OSHA, federal, state and local Public Health Departments' Requirements and Guidelines for COVID-19 exposures will be followed by the Employer.
- Local State and City Health Departments shall be notified upon being informed of any positive COVID-19 test result by any individual on the tour and cooperate with officials to trace all contacts dating back 48 hours before the person began experiencing COVID- 19 symptoms or tested positive, whichever is earlier. Confidentiality will be maintained as required by Federal, State and City laws and regulations.
- A person may return to work consistent with up to date public health guidance, including using state and local Department of Health guidance on return to work as well as the CDC's symptoms-based strategy if symptomatic and time-based strategy if asymptomatic, or otherwise cleared by a medical provider.

DEPARTMENT PROTOCOLS

All personnel may elect to wear an appropriate mask except when doing so is incompatible or interferes with a job responsibility or part of the performance.

Hand sanitizer, tissues and trash cans are available to all crew, musicians, employees, stage managers and cast at or near the entrance to the venue and throughout work areas (green rooms, kitchens, orchestra pit, entrances to the stage, loading dock, etc.)

- Non-touch trash receptacles are preferred.
- Disinfectant wipes that are DEC EPA approved for COVID-19 should be available for company

use in each dressing room and production support area (wig room, laundry room, green room, production office, loading dock).

STAGE MANAGERS

- The call desk, all tools, equipment (such as printers, microphones, transmitters), and touch
 points on equipment must be disinfected on a regular basis consistent with the Disinfection
 protocols above. In addition, sanitization wipes shall be placed in proximity to the call desk.
- Should the stage manager elect to wear a mask, they will test their headset in advance of each engagement-to make sure cues will be clearly heard while wearing a mask, and as needed during the run of the engagement thereafter.

MUSICIANS/ORCHESTRA

In addition to complying with all other relevant sections of this document, musicians shall also adhere to the practices discussed below.

- A list of all venue and production musicians participating in the tour will be maintained and available for review by all members of the orchestra.
- When not in use, instruments shall be securely stored in their case between performances by the musician.
- Where possible, instruments must not be shared between musicians. Mouthpieces shall never be shared between musicians.
- Keyboards should be covered when not in use.
- Spit/moisture receptacles for brass/wind players will be provided.
- Sanitizing wipes and hand sanitizer will be provided in the pit, at all pit keyboards, and at the rehearsal piano.

As noted above, the orchestra pit should be cleaned prior to the first performance in the venue and between performances thereafter. It is preferable to clean pit immediately following the performance.

CREW

In addition to complying with all other relevant sections of this document, crew shall also adhere to the practices discussed below.

A list of all venue and production crew members participating in the tour should be maintained.

Hand sanitizer, disinfectant wipes, tissues and trash cans shall be made available to all crew members at or near their work areas.

All crew members will practice hand hygiene before and after touching props, costumes or set materials. If a crew members' job requires them to be visible to the audience, they will not wear a mask during those moments but otherwise wear a mask.

 All tools, equipment, touch points on heavy equipment and touch points on high touch equipment such as motor control pickles and power distributions shall be disinfected before and after use.

- Disinfection protocols from the manufacturers must be followed for light boards, sound boards and call desk. When not in use, these items should be covered.
- Each crew member is assigned their own tools, equipment and defined workspace as much as possible. Sharing of items is minimized or eliminated.
- After tools are disinfected, they should be returned to the work box, which shall be closed between performances and overnight.
- All shared equipment, microphones and tools must be disinfected and securely stored after each use.

LOCAL PERSONNEL

- This document assumes that all local crew, local musicians, venue employees, and service
 providers that interact regularly and directly with the touring company, or scheduled to
 regularly and directly interact with the touring company (e.g. physical therapists), will be fully
 vaccinated as defined above prior to start of the engagement.
- COVID-19 testing of the local crew, local musicians, venue employees and service providers
 (i.e., physical therapists) that interact directly with the touring company will be consistent with
 the testing required for the touring company, including but not limited to pre-employment
 testing.
- Each Employer shall provide this document and protocols to all local musicians, venue employees and service providers (i.e., physical therapists) that interact directly with the touring company no less than thirty (30) days, where practicable, prior to the first service of the production.

PROPS

All reasonable and practicable efforts will be made to disinfect props and surfaces before, during and after a performance, with alcohol-based sanitizer.

If actors come in direct contact with soft props, such as sheets, towels, bar rags, etc., they should be laundered after use.

WARDROBE AND HAIR & MAKEUP

In addition to complying with all other relevant sections of this document, wardrobe and hair and make- up staff shall also adhere to the practices discussed below.

Mask wearing and hand hygiene shall be practiced by everyone (dressers, wig technicians, cast) before and after any hands-on-styling or costume session.

• At least sixty percent (60%) alcohol hand sanitizer, disinfectant wipes, tissues and trash containers shall be readily available at all quick-change booths and wig tables.

All costume, wig, hair and prosthetic materials must be disinfected before first use during a performance with a disinfectant spray of at least sixty percent (60%) alcohol.

Headlamps are recommended if personal lighting is needed.

WARDROBE

Costume representatives may choose to wear a face mask or a face shield.

- Costume representatives may also elect to wear disposable nitrile gloves which, if worn, must be discarded after a fitting.
- Tools that come into contact with a performer, such as measuring tape, should be sanitized.
- The costume must be laundered prior to being used on another person. Sanitization with an alcohol spray may be considered while awaiting laundering.
- Used tissue, lozenges, etc. must be discarded in trash receptacles rather than handing them to a costume representative.
- Costumes may be laundered as normally done with a washing machine and dryer or by dry cleaning. Laundry baskets should be disinfected with a DEC EPA approved product against COVID- 19 prior to and after used.
- Towels must not be shared with others.

MAKE-UP/HAIR DEPARTMENTS

- Make-up and Hair Department members may wear a mask, face shield and may wear nitrile gloves. If gloves are used, new gloves should be applied for each individual cast member and disposed of properly.
- Tools, brushes, applicators and equipment_where possible will be dedicated to a single person. All reasonable and practicable efforts will be made to disinfect these items, during and after a performance, with at least sixty percent (60%) alcohol or other EPA registered disinfectants. In addition, disposable single-use brushes and applicators may be considered. In particular, applicators that touch the eyes, nose and mouth. Must be disposable or must be dedicated to and individual and disinfected before and after each use.
- All clean tools, combs/brushes should be kept in covered clean containers. Hairbrushes and combs should be cleaned with an appropriate disinfectant solution. Chairs should be disinfected after each use.

TRAVEL CONSIDERATIONS

- Hand hygiene must be practiced when traveling (bus, plane, train or car). Hand sanitizer and antiseptic cleaning wipes will be provided when traveling if they are not made available by the transportation carrier.
- Antiseptic cleaning wipes will be provided by the company for hotels if not provided in rooms by the hotel.
- Face masks must be worn to the extent they are required on airplanes, trains, and company buses and rideshares.
- Individual state travel advisories and restrictions related to COVID-19 will be followed.
- Company members may travel in personal vehicles.
- Employer acknowledges and agrees that the touring company members' place of residence may have changed since the tour was last active and agrees to pay for travel to the Point of

- Organization. The members shall update the Employer prior to the first rehearsal so that the new residence may be listed for all relevant employment purposes.
- AirBnB and home share options are discouraged unless they can demonstrate adherence to COVID-19 prevention practices and disinfection protocols as required by local Departments of Health.
- Hotels utilized must have established written protocols for COVID-19 prevention practices including disinfection.
- Road Rebel, Road Concierge and similar companies will be provided with expected guidelines for screening transportation options and accommodation options.

Access to Trunks

 To the extent the Producer is required under the applicable CBA to deliver trunks to the touring company's lodgings, eliminate any requirements to deliver trunks to lodgings other than the Company's designated hotel(s).

REHEARSALS

Hand hygiene should be practiced prior to and after a rehearsal.

- Masks may be worn unless masking interferes with the individual's job responsibilities or part
 of the performance.
- Single use printed scripts should be given to each-member of the Equity company. There shall be no sharing of scripts. If an individual retains their script for note-taking or other purpose, it should be maintained separate from objects touched by others.

ISSUE RESOLUTION

In the event that a COVID-related question or issue arises that is not addressed under this Manual, the COVID Safety Manager shall have the authority to make a decision on how to resolve the issue. If such resolution is not satisfactory to the parties, the parties shall negotiate a mutually agreeable resolution as soon as practicable.

While the Issue Resolution process is taking place, Musicians shall continue to work.

TERM OF THIS AGREEMENT

This agreement will expire and the terms will not continue as of June 1, 2022 provided that the parties will meet no later than May 1, 2022 to review the science and discuss whether and to what extent, if any, the agreement should be extended based on the state of the virus and the risk of the musicians at that time.

AMERICAN FEDERATION OF **MUSICIANS**

Raymond M. Hair Jr., President

DATE: 7-28-21

THE BROADWAY LEAGUE

Scott Irgang, Director of Labor Relations

DATE: 7-28-21

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