



## Team San Jose COVID-19 Vaccination Policy

**Danger of Not Getting Vaccinated.** Given the rising dangers of COVID-19, particularly the Delta variant, Team San Jose is very concerned about the health and safety of all employees and their families, as well as our customers, guests, and visitors. While there is no guarantee that individuals who have been vaccinated will not contract COVID-19, the data clearly illustrates the staggering risks of hospitalization and death for persons who are not yet vaccinated:

- Out of 107,000 COVID-19 hospitalizations nationwide in May 2021, 98.9% were unvaccinated.
- Out of 18,000 COVID-19 deaths in this country in May 2021, 99.2% were unvaccinated.

It is simply not wise to delay getting vaccinated. Additionally, customers, artists, and others are advising TSJ representatives that *they will not bring their business to TSJ* unless we can assure them that they will not have to be near any TSJ employees that are unvaccinated.

**Safety First.** TSJ has adopted this policy to protect our employees and their families, as well as our customers, guests, and visitors. We need to do our part to put an end to COVID-19. This policy is intended to comply with all applicable federal, state, and local laws. It is based upon guidance provided by the Occupational Safety and Health Administration, the Centers for Disease Control and Prevention (CDC), the Equal Employment Opportunity Commission, and state and local agencies.

**Application.** This policy applies to all TSJ employees that are represented by IATSE Local 134.

**Policy Requirements.** No later than September 20th, 2021, TSJ requires that all employees subject to this policy will either (1) establish that they have been fully vaccinated, or (2) obtain an approved exemption as an accommodation. Employees who do not fulfill one of these two requirements will be placed on unpaid leave. The process for seeking an accommodation is explained below.

For purposes of this policy, an employee is considered fully vaccinated two weeks after receiving the second dose of either the Pfizer-BioNTech vaccine or Moderna vaccine, or one dose of the Johnson & Johnson/Janssen vaccine. To establish vaccination compliance, employees must present a completed CDC COVID-19 Vaccination Record Card for inspection by an HR representative. TSJ will treat such information as confidential.

To facilitate each employee's ability to receive the vaccination, TSJ will consider timely requests for appropriate schedule changes. We will also pay non-exempt employees for time spent receiving the vaccination as well as for any recovery time necessary due to a reaction to the vaccine. Additionally, we will reimburse employees for the cost, if any, of receiving the vaccination, contingent upon receipt of appropriate supporting documentation.

**Requests for Exemptions as an Accommodation.** To assist any employee who has a disability or a sincerely held religious belief or practice that prohibits being vaccinated, TSJ will engage in an interactive process to determine if a reasonable accommodation can be provided so long as it does not create an



undue hardship for TSJ and/or does not pose a direct threat to the health or safety of others in the workplace and/or to the employee.

To request an accommodation for one of the above reasons, please contact Alex Truong via email at [atruong@sanjose.org](mailto:atruong@sanjose.org). Once Alex receives a request for an accommodation, he or another HR representative will contact you to engage in an interactive process to identify possible accommodations.

If you believe that you have been treated in a manner inconsistent with this policy, please notify Madina Moore at 408-792-4199 or [mmoore@sanjose.org](mailto:mmoore@sanjose.org).

You may request an accommodation without fear of retaliation.