

RSO Musician Covid Health and Wellness Protocols

1. Summary

- a. The following document has been prepared to provide health and wellness protocols for the Rockford Symphony Orchestra musicians during the ongoing COVID-19 Pandemic.
- b. RSO audiences will follow current state guidelines for masking, in accordance with the venue policy. Audience will be seated a minimum of 10-feet from the players. Protocols for musicians are stricter than for audience for a variety of reasons, including the musicians' close contact with aerosol producing instruments and the desire to avoid unpaid work absences due to illness.

2. Protocols

- a. RSO Musician Health Protocols will be determined by COVID-19 Community Level in Winnebago County, IL two weeks prior to the first rehearsal of each concert cycle.
 - i. High
 1. All musicians and staff must have proof of vaccination
 2. All musicians must show proof of negative test prior to the start of the cycle and mid-cycle during a week-long rehearsal schedule
 3. All musicians and staff must wear a mask backstage
 4. All musicians when not playing a wind or brass instrument and staff must wear a mask on stage
 5. Conductors, guest soloists, and speakers must be vaccinated but do not need to wear mask if testing prior to each rehearsal and performance with the orchestra
 6. Choir members must be vaccinated and masked for rehearsal; choir members can be unmasked for performance, but must do a rapid test the day of the performance
 - ii. Medium
 1. All musicians and staff must have proof of vaccination
 2. All musicians must show proof of negative test prior to the start of the cycle and mid-cycle during a week-long rehearsal schedule
 3. Masks are optional backstage and onstage
 4. Conductors, guest soloists, and speakers must be vaccinated and test according to same musician protocols
 5. Choir members must be vaccinated and test according to same musician protocols
 - iii. Low
 1. All musicians and staff must have proof of vaccination or proof of a negative COVID-19 test prior to each rehearsal
 2. Non vaccinated musicians must wear a mask onstage and backstage
 3. Masks for vaccinated musicians are optional backstage and onstage
 4. Conductors, guest soloists, and speakers must be vaccinated or show proof of a negative COVID test prior to each rehearsal
 5. Choir members must be vaccinated or show proof of a negative COVID-19 test prior to each rehearsal

3. Process

- a. Prior to agreeing to any service, musicians will be provided the most current RSO COVID-19 related guidelines.
- b. Any player exhibiting COVID-19-like symptoms is asked to report the symptoms immediately to the personnel manager and refrain from attending RSO services until a COVID-19 illness can be ruled out.
- c. When testing is required based on the protocols above musicians can provide a rapid antigen test completed 24-hours prior to the service, or a PCR test completed 36-hours prior to the service.
 - i. If the test result is negative, they are permitted to work.
 - ii. If the test result is positive, the musician will not play on the concert cycle and may be compensated for up to two services.
- d. If there is a confirmed case of COVID-19 at RSO during or after a concert cycle:
 - i. The personnel manager will notify all individuals who may have been in close contact with the infected person as well as the Players' Committee and RSO Executive Director.
 - ii. The players identity will remain confidential.
- e. Regardless of whether a test is required based on the CDC Community Level, if a musician, conductor, guest artist, or choir member tests positive for COVID-19, they must report their test result to the personnel manager or RSO Executive Director.
 - i. If it is 5 or fewer days prior to the start of a concert cycle, they will not perform on the concert cycle and may be compensated for up to two services.
 - ii. If it is 6-10 days prior to the start of the concert cycle, when they are symptom free and test negative, they may perform in the concert cycle but must be masked at all times. Wind and Brass players do not need to wear a mask when actively rehearsing and performing.

4. Explanations

- a. Vaccination
 - i. RSO requires proof of COVID-19 vaccination. Vaccines approved for full use or emergency use by the FDA or WHO will be accepted.
 - ii. Musicians must be up to date with their COVID-19 as per the CDC's standards.
 - iii. Exemptions from becoming fully vaccinated will be granted as required by law: where a disability or sincerely held religious belief precludes becoming vaccinated. A musician claiming an exemption may be required to provide documentation in support of exempt status.
 - iv. All health information collected by the employer will be kept confidential.
- b. Face Covering
 - i. Masks should be a high quality (N95, KN95) mask for all indoor services, and must be worn securely over the nose and mouth. Masks for performances should be black.
 - ii. Wind and Brass players do not need to wear masks while actively rehearsing and performing.

5. Addendums

- a. Protocol and process for players (still needs to be created)
- b. CPAC ventilation disclosure (still needs to be created)