

New Jersey Symphony Safety Plan Version 12 – February 11, 2024

I. Introduction

This section represents our agreements about the conditions and external factors that impact the policies in this plan, and thus could prompt revisions of this document and/or the decision to discontinue in person activities.

A. Guiding Principles

1. As of [May 11, 2023](#), the CDC has ended the Public Health Emergency with respect to COVID-19. This Safety Plan has been modified accordingly.
2. CDC guidance and State and local regulations continue to evolve. For this reason, hyperlinks to a variety of relevant sources are provided. All employees should monitor these links for potential changes which may impact this Safety Plan.

B. Local and Venue Regulations

1. NJ Symphony will comply with all applicable local regulations (federal, state, and local), including regulations for rehearsal and performance venue locales.
2. When musicians are involved consider NYC and NY State regulations since many of the musicians live and work in NYC.

II. Health and Safety Guidelines for All Personnel

A. Reasonable Accommodations

1. People with certain underlying medical conditions may be at a higher risk of becoming severely ill if exposed to COVID-19. The CDC has provided a [list of these conditions](#).

B. Vaccination and Testing Policy

1. As of June 20, 2023 the vaccination requirement for employees is eliminated.
2. As of May 12, 2023, the CDC [discontinued publishing CDC COVID Community Levels](#). As of June 20, 2023, masking and surveillance testing for COVID was discontinued, which had been previously calibrated based on CDC COVID Community Levels.
3. Testing for COVID may be required in cases of employees exhibiting symptoms or as required by government authorities or the venues in which we perform.

C. Positive COVID Test Result and/or Presence of Symptoms

1. In the event of a positive COVID test result without symptoms, the employee should follow direction from their physician/healthcare provider and follow [CDC guidelines](#) on resuming public activities.
2. If you think or know you had COVID-19, and had symptoms, follow the [CDC guidelines on resuming public activities](#).
3. For anyone who has had [close contact](#) with a person with COVID-19, please review and follow [CDC Guidance. Contact tracing interviews will no longer be performed as of February 5, 2024, and masking of suspected close contacts is no longer required as of February 5, 2024.](#)
4. In the event of a positive test result and/or presence of symptoms, NJ Symphony will require an employee to not attend in-person activities. The employee should follow the instructions found in the [CDC Isolation and Exposure Calculator](#). Musicians or staff who have tested positive for COVID can return after the 5 day isolation period or as directed by the CDC Calculator, following the masking guidance as directed.
5. Anyone exhibiting symptoms of COVID-19 should not enter the worksite.
6. Contractors/visitors who test positive for COVID-19 or have come into close contact with someone who is positive should follow [CDC Guidance](#).

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D. Health Self-Assessment

It is critical all individuals self-assess and report any symptoms, even if you've had a recent COVID infection. Please do not attend work services if you are feeling ill or experiencing symptoms consistent with COVID-19 as per current [CDC signs and symptoms](#), and take a COVID rapid antigen test if there is any concern regarding emerging symptoms. If you begin to feel symptoms while at work, please speak to the Orchestra Personnel Manager as soon as possible..

- a) Have you been tested for COVID and found to be positive in the last 14 days?
- b) Within the past 14 days, has a public health or medical professional told you to self-monitor, self-isolate, or self-quarantine because of concerns about COVID-19 infection?
- c) Do you have any COVID symptoms that are not explained by a previously diagnosed medical problem or chronic condition? ([CDC list of symptoms.](#))
- d) Do you certify that you have taken your temperature within the last hour and the result was less than 100.4 degrees F?
- e) Are you routinely or have you been in close contact with anyone who has tested positive for COVID-19 or is exhibiting symptoms of COVID-19 in the last 10 days? Close contact is being 6 feet (2 meters) or closer for more than 15 minutes with a person, or having direct contact with fluids from a person with a person (for example, being coughed on or sneezed on).

2. If the answer to any of the above question is yes, or if fever or symptoms are present, personnel should not come to work and should notify their appropriate supervisor immediately

E. Masks, PPE, Hand Sanitization, and Social Distancing

1. Use of masks and other PPE is acceptable but not required by employees. The Symphony recommends use of masks when in non-socially distanced environments for employees who are at higher risk of becoming severely ill if exposed to COVID-19. The CDC has provided a [list of these conditions.](#)
 - a) A guide to appropriate masks is available here – [CDC guidelines.](#)
2. If an employee has a medical condition that prevents them from wearing a mask when required by the above protocols, they should contact their supervisor or the personnel manager in advance of coming to work to discuss possible reasonable accommodations. NJ Symphony may require additional information from the employee's health care provider to support the request for accommodation. Such reasonable accommodations may include isolating the employee in a closed office for the duration of the work day or modifying the work task to allow the employee to work from home.

III. Musician, Backstage and Front of House Protocols

IV. Audience Protocols –

- A. As NJ Symphony does not own its own venues, it will be required to follow protocols developed by each venue. NJ Symphony will review established venue protocols to confirm they provide a reasonable baseline of safety for employees and seek to communicate the requirements to patrons in order to reinforce the need to comply with the protocols. Links to applicable audience protocols for each concert venue will be displayed on the New Jersey Symphony website for the convenience of patrons and musicians and staff at <https://www.njsymphony.org/concerts-and-events/patron-services/safety>.

