



PSO COVID-19 Protocol for Guest Performers

The PSO maintains COVID-19 safety protocols, which are updated regularly per guidance from public health officials regarding COVID-19. This Protocol for **Guest Performers** (“Guest(s)”) applies to all guest artists, soloists, audition candidates, conductors, and anyone accompanying the performer to the worksite, e.g., personal assistants, agents, partners, spouses.

1. Backstage access for non-performing visitors

Backstage access for authorized, non-performing visitors is permitted only when Allegheny County COVID-19 Community Levels are at CDC “Low” or “Medium” levels.

2. STAY home or in your hotel if:

- (1) You are experiencing COVID-19 Symptoms (see “COVID-19 Symptoms” at <https://www.cdc.gov/coronavirus/2019-ncov/about/symptoms.html>); or
 - (2) You have been presumed to have COVID-19 or have tested positive for COVID-19; or
 - (3) You have been exposed or potentially exposed to someone who has tested positive for COVID-19.
- If you are unable to report to work, please contact your PSO contracting manager or host.*

3. Vaccinations

The PSO requires all staff, musicians and Guests to be a “Vaccinated Individual” unless the PSO approves a reasonable accommodation (see Note 1). A Vaccinated Individual is defined as an individual who has (1) been fully vaccinated per CDC definition; (2) has received CDC recommended boosters **within three months after** the CDC’s earliest recommended date (*currently five months for Moderna or Pfizer and two months for J&J*); and (3) has submitted proof of such vaccination to the PSO’s Human Resources department at kmikolay@pittsburghsymphony.org or, for musician audition candidates, per instructions provided by Orchestra Personnel. **Please submit your proof of vaccination no later than 90 days prior** to first scheduled service (e.g., rehearsal) with the PSO.

4. Masks

- See Attached PSI COVID-19 Protocols

Note 1: Guests may seek an exemption—called an “accommodation”—from this Policy due to a disability or because of a sincerely held religious belief. If a Guest requires an accommodation, the Guest should immediately contact PSO Human Resources department at kmikolay@pittsburghsymphony.org to request and then complete a Request for Accommodation form. The PSO may request documentation to support the requested accommodation. After receiving a request for an accommodation, the PSO will enter into a discussion with the Guest to see if there are reasonable accommodations that might allow the Guest to perform with the PSO.

PSI COVID-19 Protocols

These protocols are predicated on continued implementation of PSI COVID-19 Vaccination Policy. “**Worksite**” means Heinz Hall and any location hosting a PSO service. Transmission and community levels monitored each Monday. *All protocols will adjust to remain compliant with CDC guidelines and government mandates.*

COVID-19 Community Level ¹		
Low	Medium	High
CDC Guidelines		
<ul style="list-style-type: none"> Stay up to date with COVID-19 vaccines Get tested if you have symptoms 	<ul style="list-style-type: none"> If you are at high risk for severe illness, talk to your healthcare provider about whether you need to wear a mask and take other precautions Stay up to date with COVID-19 vaccines Get tested if you have symptoms 	<ul style="list-style-type: none"> Wear a mask indoors in public Stay up to date with COVID-19 vaccines Get tested if you have symptoms Additional precautions may be needed for people at high risk for severe illness
PSI Protocols		
<ul style="list-style-type: none"> Up to date vaccination required for all eligible employees and guest performers, including CDC-recommended and FDA-approved boosters or new COVID-19 vaccinations within 90-days of eligibility² If you have symptoms or are exposed to confirmed case, call for instructions <i>before</i> coming to worksite Local protocols (for masks, vaccinations, etc.) to be followed at all tour and off-site locations and PSO-group transportation After any vacation of seven calendar days or greater, a negative antigen test is required within 24-hours before return 		
<ul style="list-style-type: none"> Backstage visitors permitted with proof of up-to-date vaccination² 	<ul style="list-style-type: none"> Masks required³ indoors if able and when social distancing is not possible, which always includes backstage, onstage, PSO-group transportation, and in any meeting or gathering where social distance cannot be maintain. Increase social distance on-site as possible. Weekly antigen surveillance testing required⁵ of all employees and guest performers who (1) work on-site and (2) require close contact with others (cannot social distance). 	<ul style="list-style-type: none"> No backstage visitors Masks required³ indoors if able Audience masks required if able Weekly antigen surveillance testing required⁵ of all employees and guest performers who (1) work on-site and (2) require close contact with others (cannot social distance). Stage portable air purifiers on Increase remote work as possible Indoor dining permitted only with social distance Audience proof of vaccination required if recommended by CDC or AHN to reduce transmission risk
<ul style="list-style-type: none"> Masks optional <i>unless</i> either (a) local COVID-19 transmission levels exceed 100 weekly cases per 100,000 population or (b) the PSO has more than three confirmed COVID cases at worksite within 5-days, <i>in which case</i>: <ul style="list-style-type: none"> masks are required as described under “Medium” levels (see next column). 		
PSI Contact Tracing Protocols		
<ul style="list-style-type: none"> If an individual is a close contact (contact with confirmed case within 6ft for more than 10 minutes), then: <ul style="list-style-type: none"> For next 5-days, return to work if daily negative test and symptom free (“test to stay”); mask required if able. If able to work remotely, can choose instead to quarantine for 5-days and return to work if symptom free and negative antigen or PCR test after 5th day. 		

¹ See <https://www.cdc.gov/coronavirus/2019-ncov/your-health/covid-by-county.html>.

² Vaccination required if eligible unless granted a reasonable accommodation per EEOC regulations and guidelines.

³ Masks required unless able to social distance 6 ft. or unable to perform with a mask on (i.e., winds, brass, acrobats, dancers, or PSI-approved health conditions that prevent mask wearing); masks optional for singers, soloists and conductors with negative PCR test within 72-hours of performance or negative daily antigen test; masks optional if being photographed or videoed (i.e., interviews).

⁴ Based on county- or similar local-level transmission data for worksite location (including tour locations).

⁵ To be tested within 24 hours of first day on worksite within a week.