



COVID SAFETY GUIDELINES KRPC & WINSPEAR STAGE

Updated 12/21/2021

Subject to Change

This document overrides any previously dated version and is overridden by any later dated version.

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1. UNDERSTANDING COVID-19

The three most common ways COVID-19 is spread¹

A. Respiratory droplets

Spread occurs when someone is physically near or has direct contact with someone who has COVID-19. People who cough, sneeze, sing, talk, or breathe create respiratory droplets that are released into the airstream which then may be inhaled or deposited on mucous membranes, such as the inside of the mouth and nose. Infections occur through contact with positive droplets.

B. Airborne transmission

Airborne transmission is the spread of the virus in small droplets and particles that linger in the air for minutes to hours. These lingering droplets may be able to infect people who are further than six feet away from the person who is infected or after that person has left the space. It is much more common for the virus that causes COVID-19 to spread through close contact with a person who has COVID-19 than through airborne transmission.

C. Surface transmission

Respiratory droplets can also land on surfaces and objects. It is possible that a person could get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or eyes.

D. Variants

The SARS CoV-2 virus, like all viruses, experiences mutation as a natural part of the replication process. These mutations cause variants of the virus that are genetically distinct from each other. When mutations occur that are advantageous to the virus, it can change its behavior, and our response to it. Uncontrolled community spread of the virus gives it more opportunities to replicate, and thus more opportunities for mutations to occur. Mutations have been identified by public health officials that cause the virus to become more transmissible, more likely to cause severe infection, or cause vaccines or therapies to be less effective. These are called “Variants of Concern” and are assigned a Greek letter by the World Health Organization to aid in communication. At the time of this writing, all known variants of SARS CoV-2 can still be combated with mask wearing, hand washing, and physical distancing. Further, all currently FDA approved and authorized vaccines in the US are able to prevent or reduce the severity of COVID-19 infection or greatly reduce the possibility of severe illness or hospitalization from all variants with different levels of effectiveness.

Prevention

A. Vaccination

All company members are required to receive and demonstrate proof that they have received a WHO- or CDC approved Covid-19 vaccination(s) according to current CDC recommendations unless The Dallas Opera approves a Covered Employee’s reasonable accommodation on account of a sincerely held religious belief, disability, or other basis required by law.

Proof of full vaccination against COVID-19 must be submitted to The Dallas Opera before commencing on-site work.

People are considered fully vaccinated:

¹ <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/how-covid-spreads.html>

- 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine

Everyone ages 16 and older should get a booster shot to remain compliant with The Dallas Opera's vaccination policy.

Proof of vaccination must be sent to Courtney Daggs, TDO Human Resources, Courtney.Daggs@DallasOpera.org. When submitting proof of vaccination, do not provide any medical information, such as information on medical conditions, disability, or treatment to the Dallas Opera

Exemptions to this vaccination requirement on medical or sincerely held religious grounds must be directed to Courtney.Daggs@DallasOpera.org as soon as possible. Exemption requests will be handled on a case-by-case basis.

B. Avoid close contact

While inside and outside, keep a comfortable distance between you and other individuals who are not a part of your household. Some activities required for your work may not allow six-foot distancing, but unnecessary close contact should be avoided when possible.

Close contact is defined as being less than six feet from another individual for a cumulative total of 15 minutes over a 24-hour period.

C. Cover your nose and mouth with a mask when around others

Everyone should wear a mask in public settings and when around people not in your household. Continue to keep social distance even while you are wearing a mask. The mask is not a substitute for social distancing.

D. Cover your sneezes and coughs

Always cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow.

E. Wash your hands often

Wash your hands often with soap and water for at least 20 seconds especially after you have been in a public place, or after blowing your nose, coughing, or sneezing.

F. Monitor your health daily

Be alert for symptoms of COVID-19: fever, cough, shortness of breath, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea.

2. COVID SAFETY PERSONNEL

COVID Safety Team

Andrew Theiss, Chief COVID Safety Compliance Officer, (C19CO), Andrew.Theiss@dallasopera.org

Andrew monitors all aspects of the COVID Safety Plan to ensure compliance through all aspects of production. He is a resource of safety information on local and national levels and is COVID Safety Compliance Certified.

David Hess, COVID Safety Compliance Officer

Griffin Camacho, COVID Safety Compliance Officer

Sara Newman, COVID Safety Compliance Officer

COVID Safety Committee

TDO has established a safety committee that convenes on COVID safety issues. This committee evaluates safety plans, addresses safety concerns, and communicates with the advisors as needed. The committee consists of:

TDO Staff

- Walker Beard, Director of Operations
- Courtney Daggs, Human Resources & Benefits Manager
- Ian Derrer, General Director and CEO

ATTPAC Staff

- Graeme Bice, Director of Operations
- Amanda West, Director of Production

IATSE Reps

- Greg Pearlman, #127 Business Agent
- Mary Allen Henry, #803 Business Agent
- Gigi Coker, #803 Makeup Rep

AFM Reps

- Jeff Baker, Players Committee Member
- Colin Garner, Players Committee Member

AGMA Reps

- Angela Turner, Stage Manager
- Matt Woodbury, Chorus
- Lisa Marie Lange, Stage Manager (Rep alternate)
- Helen Reikofski, Chorus (Rep alternate)

Physicians' Advisory Committee

This committee is advised by a physicians' committee of three medical experts: Dr. Robert Haley, Dr. Kern Wildenthal, and Dr. Presley Mock.

Dr. Robert Haley is a Professor of Internal Medicine and Director of the Division of Epidemiology in the Internal Medicine Department at UT Southwestern Medical Center and is the holder of the U.S. Armed Forces Veterans Distinguished Chair for Medical Research Honoring America's Gulf War Veterans.

Kern Wildenthal, M.D., Ph.D., was the second President of UT Southwestern Medical Center. Following his retirement, he became President and Senior Consultant of Southwestern Medical Foundation and he served as President of Children's Medical Center Foundation and Executive Vice President of Children's Health System of Texas. Dr. Wildenthal has served on a number of national advisory boards for research and health policy, and locally he has been a member of numerous civic, arts, and philanthropic boards, including the Greater Dallas Chamber of Commerce, Dallas Citizens Council, Dallas Assembly, Science Place, Dallas Center for the Performing Arts, Dallas Museum of Art, Dallas Symphony Association, Dallas Opera, Moncrief Cancer Foundation, Hamon Foundation, Reeves Foundation, and Hoblitzelle Foundation.

Dr. Presley Mock is the Chief of Staff at Texas Institute for Surgery. He is Board Certified in Otolaryngology, Head and Neck Surgery and is a Fellow of both the American Academy of Otolaryngology, Head and Neck

Surgery and the American College of Surgeons. In addition to numerous current and previous appointments within the Dallas County Medical Society and the Texas Medical Association, he serves as President of Texas Medical and Surgical Associates and Chief of Staff of the Texas Institute of Surgery at Presbyterian Hospital of Dallas.

3. STAGE & BACKSTAGE FACILITY CLEANING & UPGRADES

Facility Cleaning

WINSPEAR

- Sanitizer stations have been placed in highly visible areas throughout the building.
- Nano-septic continuously self-cleaning touchpoints applied to door hardware.
- Frequent cleaning of all high touch areas. Global Biorisk Advisory Council (GBAC) certified facility technicians on staff.
- Electrostatic cleaning of all public and backstage areas including the stage areas in the McDermott performance hall as needed.
- Acrylic barriers provided in high contact areas such as concessions, box office and dressing rooms.
- Elevator cabs are equipped with air sanitization equipment.
- ALL EMPLOYEES & CONTRACTORS RESPONSIBILITY: Artists and staff are responsible to wipe down their work area and equipment before and after use. Cleaning supplies will be stocked in the rehearsal rooms, practice rooms, shops, dressing rooms, backstage areas, loading dock, tech tables, and communal areas.

Facility Filtration Upgrades

WINSPEAR

1. HVAC filters have been upgraded to MERV 13.
2. Fresh air from outside the building is introduced on each recirculation in all spaces.

KRPC

1. HVAC filters have been upgraded to MERV 13.
2. Fresh air from outside the building is introduced on each recirculation in all office areas.
3. Far UV emitters in Rehearsal Room A, Orchestra Room, Chorus Room, Practice Rooms 1 and 3

Rates of air flow/ air exchange in the Winspear Opera House

Location	Rate of exchange	Air is recirculated once every...
McDermott Hall (Audience chamber)	10/hour	6 minutes
McDermott Stage	1.5/hour	40 minutes
Orchestra Pit	4.3/hour	13.8 minutes
Orchestra Pit (enhanced)	12/hour	5 minutes

Information supplied by the building engineer.

4. PERSONAL HYGIENE & PPE

Personal Hygiene

- A. **HANDWASHING:** Company members are encouraged to wash their hands frequently and each time for 20 seconds, roughly the length of the Happy Birthday song X2.
- B. **SANITIZATION:** Company members are encouraged to sanitize their hands frequently. Sanitizer stations will be placed throughout the facility and are indicated on the traffic flow map. Individualized sanitizer packets will be provided as well. All sanitizers have at least 60% alcohol content or greater.

General PPE

- A. **MASKS:** Masks must be properly worn when entering and on premise; the mask must always cover the nose and mouth. Approved masks include surgical masks (triple-layer) and TDO supplied masks. KN95 masks are highly recommended. Neck gators, bandanas, and masks with valves are not permitted. All employees, including artists, crew, musicians, and contractors are responsible for bringing in, taking home, cleaning their mask each day. Disposable masks will be available, as necessary.
 - If masks are not practical while working, strict adherence to physical distancing is required.
 - Management must approve any requests to not wear a mask.

Mask Safety

Cloth face coverings should not be placed on:

- Children under the age of two (2).
- Anyone who has trouble breathing or is unconscious.
- Anyone who is incapacitated or otherwise unable to remove the face covering without assistance.
- Anyone who cannot tolerate a cloth face covering due to developmental, medical, or behavioral health needs.

Double Masking

Anyone who desires to double mask may do so. If you are double masking, please wear a disposable surgical mask closest to your face with a cloth mask on top of that. This provides multiple layers of filtration and droplet capture as well as maximizes a snug fit to your face. Please dispose of the surgical mask properly as soon as it is removed and launder the cloth mask between each day of use.

- B. **GLOVES:** Disposable nitrile gloves may be worn with the caveat that they be disposed of frequently when in high touch situations. Use of hand sanitizer is highly recommended with gloves.
- C. **SANITIZATION:** Company members are encouraged to sanitize their hands frequently. Sanitizer stations are placed throughout the facility. All sanitizers have at least 60% alcohol content or greater.

Orchestra Specific PPE

- A. **MASKS:** Strings and percussion are required to mask at all times. Brass and woodwinds may remove their mask when playing but must put their mask back on during long rests. It is important that masks fit properly with no gaps on the side and covers both nose and mouth. Cloth TDO masks are available, but a well-fitting personal mask is permitted.

The conductor may take off their mask while at the podium for rehearsals and performances at the KRPC, Winspear, and other venues when they are tested twice a week and the company is at a 100% vaccination rate.

- B. **PUPPY PADS:** Puppy pads will be provided for musicians to empty spit valves. Janitors will dispose and replace the puppy pads at the end of the night or during changeovers.

Crew Specific PPE

- A. **MASKS:** Masks must be worn at all times, covering both nose and mouth. It is important that masks fit properly with no gaps on the side. Loaders for warehouse calls will need to wear N95 or equivalent, provided by TDO.
- B. **FACE SHIELDS:** Face shields will no longer be required backstage. Face shields may be worn by anyone who desires an additional layer of protection. Face shields are not a replacement for mask and must always be worn with a mask.
- C. **TOOLS:** Crew is asked to limit sharing tools in general. A bucket will be provided for company tools to be deposited into for sanitation prior to being used again. A “clean up” time for tools and surfaces will be taken 15 minutes before meal breaks and at the end of the call.
- D. **SANITIZATION:** Crew is responsible for wiping down their own equipment throughout the day. Pick-up time will be increased to accommodate this safety rule as well. TDO provides the cleaning agents to be used and will be in accessible locations backstage.

Artist Mask Policies

Principal singers, Chorus, Dancers, Actors, and Supers are required to wear masks while rehearsing and performing inside, except that Principal Artists, Choristers, Dancers and Actors may remove their masks when performing onstage during a dress rehearsal or performance. Understudies / Covers should remain distanced and far removed from Principal singers at all times; in the event that they cannot be adequately distanced during a rehearsal, they must remain masked and maintain 6 feet of separation.

Principal singers may remove their mask for stationary music rehearsals while keeping a 15' distance in front of them. However, masks are required except for performances if community transmission rates are “Substantial” or “High” on the CDC tracker: <https://covid.cdc.gov/covid-data-tracker>.

Dancers may rehearse unmasked if tested three times a week and the company is at 100% vaccination rate. However, masks are required except for performances if community transmission rates are “Substantial” or “High” on the CDC tracker.

5. PEOPLE FLOW

NUMBER OF PEOPLE ONSITE: To limit the number of people onsite, only those who have been scheduled through the rehearsal department will be permitted inside the facilities.

- **No guests will be permitted backstage, in the dressing rooms or in the house. All calls are closed to scheduled employees only.**
- Performers or staff who intend to meet guests after the performance should plan to do so outside of the opera house.

6. ORCHESTRA PIT

Configuration

If the orchestra pit is used, it will be in its largest configuration (Wagner pit). The area measures approximately 78’x38’ and the ceiling is 7’4” tall.

7. COVID TRAINING

Every company member who enters a TDO facility will receive this COVID Safety Guidelines prior to their first day and will receive a brief training from the COVID Safety Supervisor.

8. COVID SCREENING & BUILDING ENTRY

Screening Procedure:

- A. If a person determines that they have new symptoms of COVID-19 before leaving home, they should call the rehearsal department and plan to stay home. Someone with self-reported new symptoms will not be permitted to enter the venue and should call the rehearsal department as soon as possible.

Rehearsal Department: 214-443-1009

- B. Touchless temperature check and symptom screening will be available to those who would like to use it on a voluntary basis when entering the Winspear and the KRPC.

Building Entry:

- A. At the KRPC and the Winspear, all personnel must check-in with COVID Safety personnel sign in upon initial entry.

Please note that all personnel must enter the Winspear Opera House through the stage door located on Jack Evans Street.

9. COVID TESTING

Testing Protocol

COVID Testing

TDO will be facilitating COVID-19 Real Time-Polymerase Chain Reaction Testing (RT-PCR). These are anterior nasal swab tests (not nasopharyngeal) that will be self-administered. The collected specimens will be analyzed by UT Southwestern Medical Center. The results of the tests will be shared with the individual, the COVID Safety Team, and TDO Human Resources.

Testing Frequency

Testing will adjust depending on the needs of on-site activities but will generally be once weekly. During weeks in which Artists are allowed to rehearse or perform without masks (dress rehearsal and performance weeks) Artists who are not masked will be tested 3 times per week using a combination of rapid antigen or PCR tests. Company members will receive their test schedules from the rehearsal department and will have a scheduled test time and day. Do not arrive more than 10 minutes before your test time to avoid overcrowding the waiting areas. The first day of contract will begin with a test and work can begin once a negative result is received. The number of tests administered each week is subject to change.

Testing Location

The testing will be done at the Winspear Opera House and at the KRPC as needed by the production schedule.

Testing Cost

TDO will absorb the cost of all TDO facilitated tests in Dallas. All tests must be scheduled through the rehearsal department. Anyone who misses a scheduled test must obtain a test at an alternate location to resume on site activities.

Consent for testing

TDO employees and ATPAC employees who are involved in rehearsal and performance activities will be tested for COVID-19 prior to commencing those activities and must complete a disclosure agreement allowing TDO to send their test specimen to the contracted laboratory for analysis and must further allow that the laboratory share the results of those test with TDO. Test results will be handled confidentially and will only be shared with Human Resources, the COVID Safety team, and any managers or supervisors who must know. This consent may be revoked at any time.

HIPAA

Patient gives consent. At the time of service, health care providers can obtain written consent from the patient authorizing the release of COVID-19 testing results directly to his or her employer. Unlike other treatment situations, a health care provider may even condition the performance of an employee test on the employee's provision of an authorization (i.e., the provider may refuse to perform the exam unless the patient executes a valid authorization). See 45 CFR § 164.508(b)(4)(iii).

Testing falls under HIPAA's workplace medical surveillance exception. Health care providers may disclose health screening results directly to an individual's employer when the service was provided at the employer's

request, and the employer needs the information to comply with legal obligations related to workplace health monitoring. The health care provider must provide the individual with written notice that the information will be disclosed to his employer at the time of the service and must limit the disclosure to the findings regarding the medical surveillance at issue. See 45 CFR 164.512(b)(1)(v).²

TIME COMPENSATION:

The time spent taking a TDO required COVID test will be considered time worked. Testing will be included as a part of the call or workday and should be logged according to the employee's normal time reporting requirements.

10. ACTION PLAN FOR POSITIVE COVID-19 CASES

If an individual receives notification of a positive COVID test result while at the KRPC or Winspear, they should notify their supervisor immediately and self-isolate for 10 days, regardless of vaccination status. Internal contact tracing will begin immediately to determine what other company members must quarantine and for how long. Anyone who receives a positive test result should expect to be contacted by a county contact tracer. Please comply with the county to the best of your abilities and report any restrictions to your supervisor.

People who are fully vaccinated do NOT need to quarantine after contact with someone who had COVID-19 unless they have symptoms. However, fully vaccinated people should get tested 5-7 days after their exposure, even if they don't have symptoms and wear a mask indoors in public for 14 days following exposure or until their test result is negative.

11. RETURN TO WORK³

After a positive diagnosis (Isolation)

Accumulating evidence supports ending isolation and precautions for persons with COVID-19 using a symptom-based strategy. Specifically, researchers have reported that people with mild to moderate COVID-19 remain infectious no longer than 10 days after their symptoms began, and those with more severe illness or those who are severely immunocompromised remain infectious no longer than 20 days after their symptoms began. Therefore, CDC has updated the recommendations for discontinuing home isolation as follows: Persons with COVID-19 who have symptoms and were directed to care for themselves at home may discontinue isolation under the following conditions:

- 10 days since symptoms first appeared **and**
- 24 hours with no fever without the use of fever-reducing medications **and**
- Other symptoms of COVID-19 are improving*

**Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation*

² <https://www.hhs.gov/hipaa/for-professionals/privacy/guidance/disclosures-public-health-activities/index.html>

³ <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>

Note that these recommendations **do not** apply to people with severe COVID-19 or with weakened immune systems (immunocompromised).

Persons infected with SARS-CoV-2 who never develop COVID-19 symptoms may discontinue isolation and other precautions 10 days after the date of their first positive RT-PCR test for SARS-CoV-2 RNA.

After a confirmed exposure (Quarantine)

Someone who has been fully vaccinated and shows no symptoms of COVID-19 does not need to quarantine. However, fully vaccinated close contacts should:

- Wear a mask indoors and at all rehearsals and performances for 14 days following exposure or until two negative PCR test results.
- Receive a PCR test 3 days after exposure.
- Receive a confirmatory PCR test 5-7 days after exposure. A person with COVID-19 is considered infectious starting 2 days before they develop symptoms, or 2 days before the date of their positive test if they do not have symptoms.
- Get tested again 5-7 days after the end of isolation for the person with COVID-19.
- Get tested and isolate immediately if experiencing COVID-19 symptoms.

What counts as close contact?

- You were within 6 feet of someone who has COVID-19 for a total of 15 minutes over 24 hours.
- You provided care at home to someone who is sick with COVID-19.
- You had direct physical contact with the person (hugged or kissed them).
- You shared eating or drinking utensils.
- They sneezed, coughed, or somehow got respiratory droplets on you.

Steps to take:

- Stay home and monitor your health.
- Stay home for 14 days after your last contact with a person who has COVID-19.
- Watch for fever (100.4F), cough, shortness of breath, or other symptoms of COVID-19.
- If possible, stay away from others, especially people who are at higher risk for getting very sick from COVID-19.

12. CONTACT TRACING

Some members of the Company are now Certified Contact Tracers. In the event of a positive COVID test or a suspected exposure to an individual with a confirmed diagnosis, internal contact tracing will begin immediately. A combination of personal interviews, building occupancy logs, and rehearsal schedules will be used to determine exposure.

For privacy reasons, the individual who tested positive will not be named, but members of the TDO staff, ATPAC staff, and any contactors who had close contact with that individual will be informed and asked to quarantine for 14 days.

Positive test results will also be reported to the Texas Department of Health and Human Services.

13. WATER POLICY

Please plan to use a personal water bottle while at the KRPC and the Winspear. Water coolers and water fountains are available. If you need to refill a personal water bottle, please fill a disposable cup, and then pour it into your bottle.

14. OUTSIDE OF THE WORKPLACE

There are varying degrees of risk for different activities outside of the workplace. To help mitigate risk, please avoid public transportation, wear a mask, and keep a safe distance from other individuals, avoid indoor gatherings with individuals outside of your household. Carpooling with those outside your household is also discouraged.

15. TRAVEL TO DALLAS

PRE-FLIGHT TEST:

International travel: Individuals flying internationally to Dallas will be required to take a PCR test within 72 hours before boarding. Per the CDC, proof of a negative result will be required to board all international flights.⁴

Domestic travel: A negative COVID test is not required to travel to Dallas, though each company member must have a negative COVID test result from within 72-hours of working onsite.

16. APPENDIX A: DEFINITIONS

CDC

The Centers for Disease Control and Prevention (CDC) is a national public health institute in the United States. It is a United States federal agency, under the Department of Health and Human Services, and is headquartered in Atlanta, Georgia. Its main goal is to protect public health and safety through the control and prevention of disease, injury, and disability in the US and internationally.⁵

Close contact

Being within 6 feet of another person for a cumulative total of 15 minutes or more over a 24-hour period.

Dallas County HHS

The Dallas County Department of Health & Human Services is the local public health authority with jurisdictional authority over The Dallas Opera.

Fully Vaccinated⁶

People are considered fully vaccinated:

- 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or

⁴ <https://www.cdc.gov/coronavirus/2019-ncov/travelers/testing-international-air-travelers.html>

⁵ <https://www.cdc.gov/about/organization/mission.htm>

⁶ <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated.html>

- 2 weeks after a single dose vaccine, such as Johnson & Johnson's Janssen vaccine

Everyone is strongly encouraged to receive a booster dose 6 months following their 2nd dose of the Pfizer or Moderna vaccines or their single dose of Johnson & Johnson's Janssen vaccine.

Isolation

When an infected person separates themselves from others until their infection has passed to prevent spreading the virus.

Quarantine

When a person who could be infected separates themselves from others as a precaution to prevent spreading the virus.

SARS CoV-2

The scientific name of a new strain of coronavirus. In people, the disease caused by the virus is called Coronavirus Disease 2019, also known as COVID-19.

Testing

A clinical assessment of an individual to determine if they are or recently have been infected with COVID-19. Different types of tests are available with varying rates of effectiveness and turnaround time.

Texas DSHS

The Texas Department of State Health Services is the state public health authority. They may mandate changes in occupancy, sizes of public gathering, and manage the distribution of vaccines to local agencies.