

**MEMORANDUM OF UNDERSTANDING BETWEEN ACTORS' EQUITY ASSOCIATION  
AND EMPLOYER REGARDING INFECTION CONTROL**

The following Memorandum of Understanding (“MOU”) between Actors’ Equity Association and Employer defines general infection control and risk mitigation measures for the protection of actors and stage managers. It is not intended to eliminate the risks of infectious diseases but to reduce their likelihood of causing significant harm and business disruption.

Prior to auditions and in-person employment, the Employer shall conduct a risk assessment to determine the level of controls to be implemented to reduce infectious disease transmission. The assessment shall address:

- Infectious agents – how infectious, severity of illness
- The level of immunity – from vaccination or past infection
- The level of community transmission
- Type of transmission – droplet (masking, distancing, testing), aerosol (masking, testing, ventilation enhancements), direct contact and surface (fomite) (cleaning) and via food (transport, storage, preparation, personal hygiene) or water (source)
- The speed, accuracy, availability, and cost of disease specific tests

At the first rehearsal, the Employer shall provide an orientation of the risk assessment to the actors and stage managers, including replacements, that includes:

- Policies and education that support isolation and time off from work for potentially infectious employees.
- Policies and education encouraging appropriate vaccinations.
- Any additional protective measures for individuals at higher risk
- Information regarding sanitation practices in the workplace.
- Any limitations on touching/kissing
- Policies regarding use of masks.
- Policies regarding testing
- Practices for mitigating infections risks posed by audience members.
- Guidelines for employee conduct to reduce the transmission of infections within the workplace:

The Employer shall have the following procedures in place to respond to infection in the workplace:

- Procedures for identifying infection in the workplace.
- Procedures for removing infectious personnel from the workplace until they are no longer infectious
- Contact tracing
- Sanitation
- For major outbreaks, a process that includes case management, testing, additional controls and cleaning, pause in activity, and reporting to public health Authorities.

The employer shall provide its risk assessment and its infection control policy and procedures in writing to Equity, and to all actors and stage managers no later than first rehearsal.

AGREED:



Jerry Rapiere (Dec 1, 2022 14:34 MST)

Employer Signature



Amy Mack (Dec 2, 2022 09:03 PST)

Equity Signature

Jerry Rapiere

Employer Name

Amy Mack

Equity Name

Plan-B Theatre

Employer Organization Name

12/01/2022

Date

12/02/2022

Date