

Communicable Disease Prevention Plan

Green Thumb Theatre (the “Theatre”) takes the health and safety of all touring company members, artists, employees, contractors, and audiences seriously. The Theatre adheres to the orders, guidance, notices, and recommendations issued by Public Health. As such, this document and all its contents herein are subject to change without notice, however, all employees, artists, and/or contractors will be informed in writing of any changes to this Plan and its policies. The Theatre has established the following measures to ensure the safety of its employees, artists, and/or contractors.

As COVID-19 vaccinations have become widely available to British Columbians, the overall risk of COVID-19 transmission and serious consequences has diminished. Despite this, the virus will still circulate like other communicable diseases.

What is a Communicable Disease?

A **communicable disease** is an illness caused by an infectious agent or its toxic product that can be transmitted in a workplace from one person to another. Examples of communicable diseases that may circulate in a workplace include COVID-19, norovirus, rhinovirus (the common Cold), and seasonal influenza (the flu).

Understand the Risk

Preventing communicable disease involves taking ongoing measures to reduce the risk of communicable disease transmission in your workplace. It also involves implementing additional measures when advised to do so by Public Health during periods of elevated risk. The level of risk of certain communicable diseases, including COVID-19, may increase from time to time or on a seasonal basis. This may occur at a local or regional level, or within a certain workplace.

Jointly, the Theatre’s **Artistic Director** and **General Manager** are responsible for monitoring and reviewing communicable disease-related information issued by Vancouver Coastal Health (or, other regional medical health officers) and/or the Provincial Health Officer. This information will be reviewed from time to time, the frequency of which will depend on the current information available and the urgency of the situation.

On the Job Site – Ongoing Measures

Ongoing measures are those which are maintained at all times.

Job Site Specific - Green Thumb Theatre’s Administration Office and/or Studio Building

Air Flow & Filtration – Whenever possible, windows will be open and air purifiers with Hepa filters will be running. In addition, the furnace will remain on 24/7 to encourage airflow.

COVID-19 Rapid Testing – Rapid tests will be available for Employees, Artists, and/or Contractors (collectively, “Personnel”) who would like to self-test. The Theatre ensures these tests will be available on the job site, as well as sent on the road with touring companies.

Masks – Wearing a mask is not required but is strongly recommended inside the Administration Office and the individual studios (Studio A and Studio B). **However, masks are required in all common areas of the Studio building**, including the hallways, washrooms, and kitchen/green room.

Sanitizing – Workstations and spaces will be equipped with hand sanitizer and sanitizing wipes. When Personnel are cleaning delicate electrical equipment (for example, lav mics, computer keyboards, etc.) rubbing alcohol will be provided by the Theatre.

Social Distancing– Social distancing of at least 6’ is encouraged wherever possible, particularly when Personnel are sitting together for long periods.

Job Site Specific – Touring Company Rehearsals

As a team, touring companies will decide on an in-studio mask policy and COVID-19 testing schedule during the rehearsal period. No decision will be made that undermines or directly contradicts the Theatre’s COVID-19 Mandatory Vaccination Policy and Communicable Disease Prevention Plan’s protocols and policies.

Job Site Specific – Renters

Renters are required to provide a copy of their Communicable Disease Prevention Plan to the Theatre’s Production and Facilities Manager on or before the first day of their rental period.

On the Job Site – Additional Measures

Additional measures are those implemented as advised by Public Health.

During a period of elevated risk, a medical health officer or the Provincial Health Officer will provide information and guidance about the risk and how it can be reduced. Measures implemented by the Theatre will depend on the type of disease and the method(s) of transmission.

The Theatre will:

- Follow all directions from medical health officers and regional health authorities.
- Follow all orders, guidance, recommendations, and notices issued by the provincial health officer that are relevant to our industry, region, or workplace.
- Depending on the guidance that public health officials provide, the Theatre may need to assess the workplace to identify areas, activities, and processes that may pose a risk to workers. The Theatre may also need to implement appropriate control measures to reduce the risk, following the direction of Public Health.

Managing Symptoms and Protocols for Cases of Illness

Guidelines and Protocols for Touring Company Members – To protect themselves and others, and prevent the spread of communicable diseases, touring company members are encouraged to refrain from engaging in high-risk transmission activities or events during rehearsal and performance periods. For example, not maintaining a large social bubble, attending large indoor public events (like crowded bars and/or restaurants, attending

concerts or sporting events), etc. Touring Company Members will spend many hours in close proximity during these times, which will elevate the risk of communicable disease transmission.

Symptoms of COVID-19 include new or worsening:

- | | | |
|-----------------------------------|--------------------------------|----------------------|
| ○ Fever or chills | ○ Sore throat | ○ Headache |
| ○ Cough | ○ Loss of appetite | ○ Body aches |
| ○ Loss of sense of smell or taste | ○ Runny nose | ○ Nausea or vomiting |
| ○ Difficulty breathing | ○ Sneezing | ○ Diarrhea |
| | ○ Extreme fatigue or tiredness | |

COVID-19 symptoms can range from mild to severe. Sometimes people with COVID-19 have a mild illness, but their symptoms may suddenly worsen in a few days. Go to an urgent care clinic or emergency department if you:

- | | | |
|---------------------------|------------------------|-----------------|
| ○ Find it hard to breathe | ○ Can't drink anything | ○ Feel confused |
| ○ Have chest pain | ○ Feel very sick | |

To protect all personnel, you MUST:

1. Self-test for COVID-19 using a Rapid Antigen Test if you have cold and/or flu-like symptoms and contact the **designated individual** to report your results.
2. Self-test for COVID-19 using a Rapid Antigen Test if you have been in close contact with a confirmed case of COVID-19 and contact the **designated individual** to report your results. Personnel who have had close contact with a confirmed case of COVID-19 must wear a mask at all times for 10 calendar days after exposure.

Who is my designated individual?

- Stage Manager – for all Touring Company Members
- General Manager* – for Stage Managers, and all other Personnel

** **Note:** If the General Manager is unavailable (for example, if they are on vacation or traveling for work), the Artistic Director will act in place of the General Manager as the designated individual for Stage Managers and all other Personnel.*

Protocols for Symptomatic Personnel

- **Mildly Symptomatic Personnel** who **test NEGATIVE for COVID-19** may return to in-person work provided they wear a mask at all times until their symptoms have improved (including while working, traveling in the van, and/or during performances).
- **Heavily Symptomatic Personnel** who **test NEGATIVE for COVID-19** must contact their designated individual to discuss their symptoms and receive instruction.

- **Touring Company Members** who **test POSITIVE for COVID-19** are required to report their results to the Stage Manager, Tour & Company Manager, and General Manager immediately. Performances may be canceled and/or rescheduled, and travel plans adjusted as required. If on a Job Site, the company member is required to immediately put on a mask and maintain social distancing of at least 6'. Further instructions from your designated individual will be provided.
- **Personnel who are NOT Touring Company Members** who **test POSITIVE for COVID-19** are required to report their results to the Theatre's General Manager. If on a Job Site, Personnel are required to immediately put on a mask and maintain social distancing of at least 6'. Personnel must shut down their workstation, return home for the day, and await further instruction from their designated individual.

Protocol for Returning to Work – All Personnel with a POSITIVE COVID-19 Test

Personnel who have symptoms of COVID-19 should stay home until their fever is resolved and they feel better returning to their normal activities. Provided you are **48 hours fever-free**, without the assistance of fever-reducing medication, and all other symptoms are improving, **personnel may return to work after five (5) calendar days** have elapsed since the positive test result or symptom onset, whichever occurred first. **Personnel must continue to wear a mask at work until ten (10) days have elapsed** since the positive COVID-19 test or symptom onset, whichever occurred first.

Contact List

General Manager – gm@greenthumb.bc.ca / 604-254-4055 x 227

Tour & Company Manager – touring@greenthumb.bc.ca / 604-254-4055 x 222

Stage Manager (variable by production)

Other Contacts

Artistic Director – artdirector@greenthumb.bc.ca / 604-254-4055 x 229

Production and Facilities Manager – production@greenthumb.bc.ca / 604-254-4055 x 228

COVID-19 Mandatory Vaccination Policy

Green Thumb Theatre is committed to providing a workplace and environment in our office and studio buildings, company vehicles, in-schools, and in-venues that are consistent with the health protocols outlined by BC's Provincial Health Officer in response to the COVID-19 pandemic. These procedures have been put in place to provide a healthy and safe working environment. As Employees, Artists, and Contractors (collectively, "Personnel") are required to work indoors, and due to the nature of the work and its proximity to other individuals, Personnel cannot safely and consistently maintain a safe social distance of at least 6'. This Mandatory Vaccination Policy is in place to ensure a strong means to protect against COVID-19 transmission in the workplace.

Green Thumb Theatre requires all Personnel within the organization to be **fully vaccinated (at least two doses)** against COVID-19 prior to the start of their employment/engagement. Personnel must provide Green Thumb's Management with a copy of their proof of vaccination status prior to the start of their employment/engagement.

As per the *Human Rights Approach to Proof of Vaccination During the COVID-19 Pandemic*, the Theatre will require all Personnel to provide proof of vaccination, if they have been vaccinated, upon offer of employment, or confirmation that they will be fully vaccinated for at least two weeks before the start of their engagement. Vaccination status is highly sensitive personal health information, and as such all information collected will be kept confidential, stored in a secure file, and will not be shared outside of the organization unless required by law or to participate in any regulatory process.

If a person faces barriers that have prevented them from receiving their COVID-19 vaccination, the Theatre will work with the individual to secure access to the vaccine. If a person is unable to receive the vaccine for bona fide reasons protected by the BC Human Rights Code, reasonable appropriate accommodations may be made in consultation with the Theatre's General Manager. If such grounds are related to health or disability, a note from a physician licensed by the College of Physicians and Surgeons of British Columbia is required.

Please return **your policy sign-off and a copy of your COVID-19 Vaccination Record or BC Vaccine Card** (if applicable) by email, or deliver a copy in person to the Theatre's General Manager (gm@greenthumb.bc.ca).

COVID-19 Vaccination Accommodation - Masks and Face Shields

Reasonable appropriate accommodations will be made in consultation with the Theatre's General Manager for Personnel who are unable to receive the COVID-19 vaccination for bona fide reasons protected by the BC Human Rights Code and cannot wear a mask*. Personnel who are not yet fully vaccinated are required to wear a disposable or reusable mask. Masks should be snug to the face and be worn according to the BC Center for Disease Control's guidance. **Masks with one-way exhalation valves are not permitted.**

Vaccinated Personnel who would prefer to wear a mask for their own comfort are welcome to do so.

Face shields do not replace masks but can provide additional protection when worn with a mask. Some face shields provide better protection than others. When needed, use face shields that wrap around your face and extend below the chin or hooded face shields.

Green Thumb Theatre will supply Personnel with all appropriate PPE.

** Following the CDC's guidance, people who fall into the following group are not required to wear a mask:*

"People who cannot wear a mask or who cannot put on or remove a mask on their own are exempt. Some people cannot wear a mask for psychological, behavioral, or health conditions. Some people may also need to remove their masks to communicate due to a hearing impairment."

**Communicable Disease Prevention Plan and
COVID-19 Mandatory Vaccination Policy – Sign-Off (required)**

The Employee, Artist, or Contractor acknowledges that they have read and understand Green Thumb Theatre's **COVID-19 Mandatory Vaccination Policy** and **Communicable Disease Prevention Plan's protocols and policies** contained herein, in accordance with the BC Ministry of Health. If required to do so by the Theatre, the Employee, Artist, or Contractor agrees to attend a Communicable Disease Prevention Plan information session led by Green Thumb Management outlining expectations prior to entering Green Thumb Theatres facilities for the first time.

Please circle one for each question.

YES	NO	N/A	I have read and understand the COVID-19 Mandatory Vaccination Policy and Communicable Disease Prevention protocols and policies as outlined above.
YES	NO	N/A	I have submitted my COVID-19 vaccine records to the General Manager for Green Thumb Theatre at gm@greenthumb.bc.ca (or, have submitted it in person).
YES	NO	N/A	If Proof of Vaccination is not available, I have notified the General Manager.

Print Name

Signature

Date

Reference & Resource Documents (for informational purposes only)

1. To access your printed **Vaccine Records** please visit <https://www.healthgateway.gov.bc.ca/>
2. **BC's Office of the Human Rights Commissioner** – Key Issues, COVID-19: <https://bchumanrights.ca/key-issues/covid-19/>
3. **BC's Office of the Human Rights Commissioner** – A Human Rights Approach to Proof of Vaccination During the COVID-19 Pandemic: https://bchumanrights.ca/wp-content/uploads/BCOHRC_Jul2021_Vaccination-Policy-Guidance_FINAL.pdf
4. **British Columbia Centre for Disease Control (BCCDC)** – COVID-19: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
5. **BCCDC** - Indigenous Community Resources: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19/indigenous-community-resources>
6. **BCCDC** – Masks: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19/prevention-risks/masks>
7. **BCCDC** – How to wear a face mask: http://www.bccdc.ca/Health-Professionals-Site/Documents/COVID19_SurgicalMaskPoster.pdf
8. **Province of British Columbia** - COVID-19 (Novel Coronavirus): <https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-issues/covid-19-novel-coronavirus>
9. **WorkSafeBC**: <https://www.worksafebc.com/en/covid-19>
10. **WorkSafeBC** – Communicable disease prevention: <https://www.worksafebc.com/en/covid-19/covid-19-prevention>
11. **WorkSafeBC** – Communicable disease prevention: A guide for employers: <https://www.worksafebc.com/en/resources/health-safety/books-guides/communicable-disease-prevention-guide-employers?lang=en>
12. **WorkSafeBC** – Communicable disease health and safety resources: [https://www.worksafebc.com/en/forms-resources#sort=Date&f:topic-facet=\[Health%20%26%20Safety\]&f:topic-health-safety-facet=\[Communicable%20disease\]&f:language-facet=\[English\]](https://www.worksafebc.com/en/forms-resources#sort=Date&f:topic-facet=[Health%20%26%20Safety]&f:topic-health-safety-facet=[Communicable%20disease]&f:language-facet=[English])