

Summary of Recent Changes to The Return to Work Agreement*

Term

The latest re-negotiated RTW Agreement is in effect until July 15, 2022.

Part I and Part II Triggers

The triggers have changed: Part I (the stricter protocols) is now triggered in the U.S. if there are 8 or more new weekly COVID hospital admissions per 100,000 people in the applicable metropolitan area (or county if there is no metro area) over a seven day interval, as reported by covidactnow.org.

Parts of Canada do not have the same metrics. Please speak with a Canadian IA Representative for specifics.

When the numbers are below 8 per 100,000 people, productions may immediately utilize the protocols in Part II.

When the numbers rise above 8 per 100,000 people, productions shall immediately implement the masking requirements in Part I, but no later than 24 hours after the day the trigger was met. The other protocols in Part I must go into effect no later than 7 days after the day the trigger was met.

Mandatory Vaccination Policies

Effective March 15, 2022, the definition of “Fully Vaccinated” was modified to include a booster dose (when eligible per the CDC recommendations).

For those in Canada, individuals who received a Novavax or AstraZeneca vaccine are considered “fully vaccinated” as long as they received at least 3 vaccine doses (can be a combination of any approved vaccine, including Novavax and AstraZeneca).

Quarantine Rules FOR Performers

As a temporary exception to the requirement to follow CDC recommendations on quarantining for close contacts, a close contact that is fully vaccinated as defined by the RTW Agreement may perform without a mask beginning on the fifth day after exposure under the following conditions:

- (1) The set is a mandatory vaccination set.
- (2) The performer has been tested with an approved antigen test each day beginning with the day of exposure and continuing through the fifth day after exposure and all results have been negative. Thereafter, the performer must continue to be antigen tested daily through the 10th day following exposure with negative results.
- (3) The performer wears a mask at all other times on set, including outdoors, for 10 days post exposure when not performing.
- (4) Masking is required indoors by all persons in Zone A while that performer is present, regardless of whether the Return to Work Agreement would otherwise require indoor masking for that production.

Identification of Vaccination Status

There is no longer a requirement to visually identify employees who are not vaccinated as there are no longer any protocols that only apply to the unvaccinated.

Testing and PPE

Multiple types of testing are now allowed and include lab-based PCR diagnostic tests, PCR rapid tests, agreed-upon antigen tests or a LAMP molecular test.

Allowable antigen tests: Artron, BTNX, BD Veritor system (Becton Dickinson), BinaxNow (Abbot Diagnostics), CareStart (Access Bio), Celltrion Diatrust Ag Home Test, CLINITEST Rapid COVID-19 Antigen (Seimens), Flowflex (ACON Laboratories, Inc), GenBody COVID-19 Ag Rapid Antigen test, Indicaid (PHASE Scientific International), InteliSwab (OraSure Technologies, Inc), LumiraDx, QuickVue (Quidel), SCoV-2 Ag Detect (InBios), SDBiosensor, Sienna Clarity (Salofa Oy), Sofia (Quidel Corp), and Status COVID-19 (Princeton Bio Meditech)

In Part I:

As of May 1, 2022, when a lab-based or rapid PCR test is required (pre-employment and 1x a week regular testing), a LAMP molecular test may be used instead.

In Part II:

If an antigen test is used for pre-employment testing, the employee must test 3x prior to start of work: 2 days prior, then 1 day prior, then on the day of. If they fail on the day of, they receive the testing pay as if they did not work on that day. If they test negative, time spent undergoing the test shall be considered work time, but if the test was taken at home, it does not trigger the start of the employee's work time.

If antigen testing is used exclusively for weekly testing (no PCR "anchor test" is required), employees must be tested at least 3x a week.

For any at-home or self-administered antigen test, Producer needs to have a system to verify the administration and results of such tests (over video connection, or an app that verifies the results, etc.)

There is no longer a distinction between vaccinated and unvaccinated employees for testing cadence. The testing requirements for those who are "fully vaccinated" now applies to all employees.

Masking Requirements

Allowable masks include only the following: KN95, KF94, N95, or when there is a fit issue, a well-fitting surgical mask. All masks shall be supplied by the Employer.

In Part II (more relaxed protocols): masks need not be worn indoors or outdoors except:

Zone A must be masked indoors when a performer is present who has been identified as a "close contact"

Hair and Makeup Artists must be masked when an actor cannot wear PPE (unless actor waives this requirement).

Employees who have been identified as "close contacts" should wear a mask as required per the CDC guidelines or the guidelines of the local governmental authority in effect at the time, whichever is stricter.

For both Part I and II, masks are required in all producer-supplied transportation.

Ground Transportation

There are no longer different rules for vaccinated and unvaccinated employees riding together in vehicles. Under Part I, vans for employees may operate at 75% capacity. Under Part II, vans may operate at 100% capacity. In all situations, employees must be masked.

Meals

There are no longer restrictions against self-serve “buffet style” food service.

Sick Leave

Each employee has ten days of COVID-19 sick leave per Employer to be used between February 14, 2022 and September 30, 2022 for any of the eligible covid events.

Exhibit A and Appendix A

Exhibit A and Appendix A have been eliminated, except for:

Fully vaccinated Union representatives may visit workplaces and are subject to any applicable testing requirements. Unvaccinated Union representative are subject to the safety guidelines required of a visitor.

The recommended practices of using ventilation systems inside to increase circulation of outdoor air remains.

Cast and crew must be notified if they have been exposed to an individual who has exhibited symptoms of COVID or tested positive for COVID.

It is recommended that live audiences may be used as long as audience members are fully vaccinated and undergo symptom screening on entry. Appropriate physical separation between performers without PPE and audience members shall be maintained.

It is further recommended that Employers list the CCO and anonymous reporting hotlines on the callsheet.

If employees are returning to a worksite that was shut down to a COVID outbreak, it is recommended that the Union be notified.

**This is a summary only and is not contract language.*