

Eugene Concert Orchestra Safety Side Letter Agreement

This Agreement is made by and between the Musicians' Mutual Association Local 689, American Federation of Musicians (AFM) and the Eugene Concert Choir & Orchestra (collectively called "the parties")

Due to the ongoing health and safety concerns relating to the global COVID-19 health crisis, the parties hereby agree to the following safety protocols for all Eugene Concert Choir & Orchestra musicians, substitutes, and extra musicians for the 2023/2024 season:

1. **VACCINATION.** The parties agree that vaccination and "booster" shots to reduce risk of serious illness or death from COVID-19 infection are recommended.
2. **TESTING.** Testing shall be required of all musicians if no more than 14 days prior to the start of services for a concert set, the following two metrics are exceeded for the state of Oregon:
 - a. Weekly average case count of 1000 per day, AND
 - b. Daily hospitalizations of 500

Administration will inform musicians and appropriate staff of their need to test no later than three days before the first service.

Orchestra member test results should be delivered to the ECO personnel manager (or ECC office administrator if no personnel manager exists). Choir member tests and appropriate staff should send their tests to the ECC office administrator. PCR Covid-19 tests should be turned in no earlier than 72 hours prior to first rehearsal, and antigen Covid-19 tests should be turned in no sooner than 24 hours before the first rehearsal.

3. **MASKING.** Masks or face coverings shall be required if no more than 14 days prior to the start of services for a concert set, the following two metrics are exceeded for the state of Oregon:
 - a. Weekly average case count of 500 per day, AND
 - b. Daily hospitalizations at 250 If these parameters are true, singers are also recommended to wear masks when not singing.
4. **SYMPTOMATIC.** Any orchestra musician who, after being confirmed for services, becomes symptomatic or who has reason to believe they may have been exposed to COVID is required to inform the ECO personnel manager (or ECC office administrator if no personnel manager exists) at the earliest possible convenience and will be released from the remaining services. Said musicians will be paid for any services already performed.
5. **HULT CENTER REQUIREMENTS.** All Eugene Concert Orchestra musicians, subs, extras, and staff agree to abide by the Covid safety measures of the Hult Center for the Performing Arts while on site.
6. **PERSONAL RESPONSIBILITY.** Monitor your health daily and be alert for symptoms of Covid-19. Symptoms may include fever, cough, shortness of breath, new loss of smell or taste, diarrhea, and itchy eyes. If you develop symptoms, stay home except to seek medical care.

Current Covid-19 Data for Oregon can be found at the following link: [Oregon's COVID-19 Data Dashboards - Table of Contents | Tableau Public](#)