



PSO COVID-19 Protocol for Guest Performers

The PSO maintains COVID-19 protocols for all employees, which are updated regularly as we gain further guidance from public health officials regarding COVID-19. This protocol is for Guest Performers (“Guest(s)”) including guest artists, soloists, audition candidates, conductors, and anyone accompanying the performer to the worksite, e.g., personal assistants, agents, partners, spouses. It is based on our employee COVID-19 protocols. *Please note that at this time, only performing PSO musicians and Guest Performers, staff, and contracted essential personnel are permitted backstage. No Board members, family members, or non-performing guests are permitted backstage during PSO rehearsals and performances.*

1. General Provisions

You should STAY HOME or in your hotel if:

- (1) You are experiencing COVID-19 Symptoms (see “COVID-19 Symptoms” at <https://www.cdc.gov/coronavirus/2019-ncov/about/symptoms.html>); or
 - (2) You have been presumed to have COVID-19 or have tested positive for COVID-19; or
 - (3) You have been exposed or potentially exposed to someone who has tested positive for COVID-19.
- If you are unable to report to work, please contact your PSO contracting manager or host.*

2. Vaccinations

For the purposes of this protocol, a “Vaccinated Individual” is defined as an individual who has (1) received an FDA-authorized COVID-19 vaccine and two-weeks have passed since receiving their final dose of the vaccine, and (2) who has submitted proof of such vaccination to the PSO’s Human Resources department at kmikolay@pittsburghsymphony.org or, for musician audition candidates, per instructions provided by Orchestra Personnel. Any Guest who is not a Vaccinated Individual is considered an “Unvaccinated Individual.”

In order to eliminate the need for social distancing during orchestral performances (and to stage a full orchestra), the PSO has adopted vaccination requirements for musicians and performers. At this time:

- a) **For indoor performances:** all Guest Performers requiring access to stage- and backstage-areas must be a Vaccinated Individual unless the PSO approves a reasonable accommodation (per Note 1).
- b) **For outdoor performances:** Unvaccinated Individuals are permitted with proof of negative PCR test within 72-hours of rehearsals and performances.

3. Masks

At this time, masks are required for all individuals with two exceptions: Vaccinated Individuals (only) may remove their masks (1) for outdoor performances and (2) during non-performance situations indoors (where social distancing is possible). Unvaccinated Individuals must always wear a mask.

Note 1: Guests may seek an exemption—called an “accommodation”—from this Policy due to a disability or because of a sincerely held religious belief. If a Guest requires an accommodation, the Guest should immediately contact PSO Human Resources department at kmikolay@pittsburghsymphony.org to request and then complete a Request for Accommodation form. The PSO may request documentation to support the requested accommodation. After receiving a request for an accommodation, the PSO will enter into a discussion with the Guest to see if there are reasonable accommodations that might allow the Guest to perform with the PSO.