

**M N
O P E R A**

**COVID-19
Rehearsal Cohort
Preparedness Plan**

Version: 19, 8/31/2023

Table of Contents

Introduction..... 3

Contacts..... 3

Rehearsal Cohort..... 3

COVID-19 Testing..... 3

Health Screenings & Illness Notification 4

Policies for Exhibiting Signs and Symptoms of COVID-19 4

 Protocols for Symptomatic Personnel in the Workplace..... 4

 Notification of COVID-19 Exposure..... 4

 Required Self-Isolation for Ill Individuals 4

 Recommendations for Close Contacts 5

Face Coverings..... 5

 General Information Regarding Face Coverings 5

 Face Covering Requirements: Costume Shop & Fittings 5

APPENDIX: Resources for Further Reading 6

Introduction

MNOP is committed to providing a safe and healthy workplace for all our artists and team members and may establish Health & Safety Protocols related to COVID-19, other public health concerns, and general safe workplace operations. MNOP Health & Safety Protocols follow guidelines from the Centers for Disease Control (CDC), Minnesota Department of Health (MDH), and federal Occupational Safety and Health Administration (OSHA) standards, as well as industry guidance for safe performing arts activities. All protocols and procedures are based on the best available information as of publication and are not intended to supersede guidance from public health officials, medical experts, and federal/state/local governments.

Contacts

Questions or concerns regarding COVID-19 procedures may be directed to the MNOP COVID Safety Team at any time at: covid@mnopera.org or **(612) 342-9573** (voice calls only/no texts). The on-call COVID Supervisor or COVID Safety Manager will respond to your email or call as quickly as possible. Phone calls to this number will forward to the COVID Safety Team member on-call. Your COVID Safety Team includes:

- **Sarah Lockwood**, COVID Safety Manager / Production Operations Coordinator
- **Jen Thill**, COVID Plan Supervisor / Safety Committee Member / Human Resources Director

Additional team members may be designated as on-site contacts for COVID related concerns for specific events. All participants will be notified of the on-site contact as applicable.

Personnel who wish to share a COVID related safety concern anonymously may do so through the [COVID Safety Feedback Form](#) on the Electronic Callboard.

Rehearsal Cohort

The “rehearsal cohort” is defined as the group of individuals who participate in rehearsals, coachings, recordings, and performances utilizing the Minnesota Opera Center, Luminary Arts Center, and other designated venues. This group includes resident artists, company artists, guest artists, staging and music staff, orchestra, and any other personnel who will interact with this group in rehearsals, backstage/onstage, in costume fittings, make-up calls, etc.

COVID-19 Testing

MNOP will require COVID-19 testing related to close contact of COVID-19 per CDC’s guidelines. MNOP will provide COVID tests when we require testing. **Testing procedures, methods, and facilities used are subject to change.**

Please refer all questions about COVID testing to the MNOP COVID Safety Team at covid@mnopera.org.

Health Screenings & Illness Notification

All personnel participating in on-site work, regardless of vaccination status, should continue to monitor themselves for possible symptoms related to COVID-19 or other illness that cannot be attributed to another known health condition, which may include:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

If you are experiencing any of the above symptoms which are new or worsening and/or cannot be attributed to another known health condition, **please contact the MNOP COVID Safety Team** (covid@mnopera.org, 612-342-9573). Our team will respond with the best practices regarding isolation, health care resources, and timeline for return to work.

Policies for Exhibiting Signs and Symptoms of COVID-19

Protocols for Symptomatic Personnel in the Workplace

Rehearsal Cohort members who experience signs of COVID-19 in the rehearsal room or performance space should immediately notify stage management and proceed home or to a health care facility as needed. If you are unable to reach a member of stage management, you should still exit the facility immediately and notify them as you are able by phone/text.

Notification of COVID-19 Exposure

Following current MDH and CDC guidelines, if someone tests positive for COVID-19 and has worked while infectious, a MNOP COVID Safety Team Member will conduct contact tracing to identify and notify close contacts of the ill individual. Contact tracing will begin as soon as MNOP is notified of a positive test result, and notifications to close contacts will be made within 24 hours. In all notifications, the identity of the ill individual will be kept confidential, unless we have obtained permission from the ill individual to share their status.

The CDC defines a “close contact” as “someone who was less than 6 feet away from an infected person for a cumulative total of 15 minutes or more over a 24-hour period.” Due to the increased respiratory droplet and aerosol production resulting from singing and playing some musical instruments, MNOP also considers any individuals who have engaged in music-making activities together to be close contacts, regardless of the physical distancing between them or time spent together.

Contact tracing steps include:

1. Determine the COVID-19 positive person’s activities and interactions at the facility from two days before their first symptom appeared until 10 days after their first symptoms (termed as the “infectious period”). For personnel without symptoms, the time frame is two days before their test date until 10 days afterwards.
2. Identify cohort members who meet the definition of a close contact.
3. Notify close contacts of the current CDC recommendations regarding quarantine, testing, and masking after an exposure.

Required Self-Isolation for Ill Individuals

Isolation separates sick people with a contagious disease from people who are not sick. Personnel who are experiencing symptoms of COVID-19 should be tested and remain isolated at home until test results are available.

Rehearsal Cohort members with symptoms who test negative will be required to conduct a second test no less than 48 and no more than 72 hours after the first test to confirm the results. In some situations, a PCR test may be required to confirm a negative test. Personnel with symptoms who have completed multiple negative tests as described may return to work when symptoms improve.

Rehearsal Cohort members who test positive should remain isolated until the return-to-work criteria outlined by the CDC and MNOP are met. Return to work criteria are **subject to change** and the most current recommendations of the CDC and/or MDH will be adhered to.

Recommendations for Close Contacts

If you are identified as a close contact of someone who has tested positive for COVID-19, MNOP will notify you of the current CDC recommendations. Recommendations vary based on your individual circumstances and are subject to change.

Face Coverings

General Information Regarding Face Coverings

Face coverings will always be welcome in the Minnesota Opera facilities. MNOP highly recommends the use of paid sick leave or remote work options when individuals are feeling unwell. However, should an individual need to be in the workplace while exhibiting symptoms of non-COVID illness (e.g. common cold), the use of face coverings is recommended in order to protect others based on the known efficacy of masks in preventing airborne transmission of viruses.

Face Covering Requirements: Costume Shop & Fittings

The costume shop will continue to require masks in their spaces. Staff and guests who are visiting those spaces should follow these guidelines as well. Due to close contact in the fitting room, all parties present in costume fittings are required to wear face coverings. Disposable masks will be available at the entrance to the Costume Shop on floor 4.

APPENDIX: Resources for Further Reading

The following resources are among those which informed the development of this version of the COVID-19 Preparedness Plan. This is not an all-inclusive list of documents referenced.

[Centers for Disease Control and Prevention COVID-19 Guidelines](#)

Centers for Disease Control and Prevention (CDC)

[COVID-19 by County](#)

CDC, updated weekly on Thursdays

[Isolation and Precautions for People with COVID-19](#)

CDC, updated 05/11/2023

[Stay Up to Date with Your Vaccines](#)

CDC, updated 7/17/2023

[Frequently Asked Questions About COVID-19 Vaccines](#)

CDC, updated 8/22/2023

[COVID-19 Testing: What You Need to Know](#)

CDC, updated 05/11/2023

[Masks](#)

CDC, updated 08/12/2021

[What to Do If You Are Sick](#)

CDC, updated 11/29/2022

[Businesses and Employers: COVID-19](#)

Minnesota Department of Health

[Updates Related to COVID-19](#)

MN Department of Labor and Industry

[Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace](#)

United States Department of Labor, Occupational Safety and Health Administration (OSHA), updated 06/10/2021

[What to Do if You Have COVID-19](#)

Minnesota Department of Health, updated 10/04/2022