



Rail Events Productions (REP) COVID-19 Operating Plan

Amidst the COVID-19 pandemic REP has created the below Operating Plan in conjunction with TSA and FRA requirements for transportation, CDC guidance, State Executive Orders, Public Health Orders, and local government / health department requirements and applies to all Rail Events Productions remote event locations. This document is effective August 16th, 2022 and supersedes all previous American Heritage Railways (AHR) and REP COVID-19 Operating Plans.

Any employee that has concerns with their ability to work safely within the framework outlined in this document are encouraged to contact their direct Manager/Supervisor and/or the HR department to discuss their specific situation and determine a best course of action, including reasonable accommodation that may allow them to work onsite in a safe manner that will protect their health.

I. Passengers/Guests:

Face Mask or Cloth Face Coverings: Passengers/Guests will be encouraged to wear facemasks or cloth face coverings at all event locations. Signage will be placed by event entrances to encourage face masks/coverings to be worn by passengers and guests.

II. Employees:

1. REP has designated the following COVID Workplace Coordinator to implement and oversee the administration of the following Operating Plan.

- a. REP - Kelly Schultz
- b. Onsite COVID Coordinators will also be established at each event location.
 - i. Production Manager – Primary
 - ii. Front of House & Business Manager – Secondary

2. A COVID-19 Symptom Screening Plan:

- a. Employees are encouraged to take their own temperature at home to be aware of any COVID-19 symptoms. If an individual becomes aware of potential COVID-19 symptoms as outlined below they need to call their onsite COVID Workplace Coordinator (as identified in II. 1. b.) or the AHR COVID Workplace Coordinator, in that

Order, to provide the company the necessary information. The individual will then be directed on next steps.

- i. Employees are not to report onsite if they have any of the following:
 1. Fever, as defined by a temperature of more than 100° F.
 2. A new or worsening cough.
 3. Shortness of breath or difficulty breathing.
 4. Any 2 of the following: headache, chills, muscle pain, sore throat or new loss of taste or smell.

3. Plan for a Positive COVID-19 Test Result

- a. The company will begin an internal contact tracing utilizing the Contact Tracing Questionnaire.
- b. Any employee that tests positive for COVID-19 will self-isolate and not return to company property until they are fever-free without medication for 24 hours and are symptom free or with resolving symptoms; and a minimum of 5 days have passed since their first symptom; and they have been approved by the COVID Workplace Coordinator for return to work. If an employee tests positive and is asymptomatic, they should be in isolation for 5 days starting with the date of the positive test. If an employee is asymptomatic when they test positive but develop symptoms after the test, they should continue to isolate for 5 days starting with the date their symptoms started; and until they are fever-free without medication for 24 hours and are symptom free or with resolving symptoms; and a minimum of 5 days have passed since their first symptom; and they have been approved by the COVID Workplace Coordinator for return to work. Upon return to work the employee may be required to wear a mask for up to 5 additional days, as determined by the Workplace Covid Coordinator, whenever they are working in locations where they would be in contact with others.
- c. Employees that have been identified as being in close contact with a COVID positive individual, per the CDC close contact definition and are asymptomatic:
 - Regardless of vaccination status, you may return to work wearing a high quality mask for 10 days.
- d. Employees that have NOT been identified as being in close contact, per the CDC close contact definition, will be able to continue work on company property while observing extra vigilance to the Operating Plan and monitoring potential symptoms.

4. Face Masks or Cloth Face Coverings are welcome to be worn by employees at their discretion. The company will provide masks / face coverings for employees when requested or needed based on close contact protocols. The style provided and required may vary based on job duties and work location.

5. Gloves

- a. Gloves will be required for specific cleaning staff and food handling.
- b. Gloves will be encouraged for any employee that feels safer with them.
- c. Gloves will be provided by the company and must be disposed of after use.

6. Cleaning Plan – Cleaning plans will be enhanced to outline general plans for all locations based on CDC recommended practices. Specific modifications will be made by onsite REP staff to best fit the plan to individual locations. The cleaning plans will focus on addressing shared equipment and tools, props, costumes, common spaces, food handling etc. Frequent sanitizing will be required for any items used by multiple employees. Each REP event location will have a designated on-duty janitorial employee to handle significant janitorial issues and assist with ongoing cleaning.

7. COVID-19 Vaccinations will be required for all production employees or contractors working onboard the train, at rehearsals, during the load in or load out of the event. Except in the case of the following exceptions:

- a. Employees only working in exclusively Front of House positions.
- b. Those who are approved for a medical or religious exemption.

REP encourages all employees to be fully vaccinated against the COVID-19 virus.

- 8. COVID-19 On-site testing** will be administered at least twice per week in a HIPAA compliant manner. Testing dates will be scheduled based on performance schedule and will be built with the intent of testing all employees twice per week. If a performance schedule includes 4 or less performances in a single week, testing may only occur once in that week.
- 9. Compensation** – REP will pay employees for time missed due to receiving a positive COVID-19 test result. The employee who tested positive will be paid for scheduled time missed between the date of the test and the return to work date set by the company based on our COVID-19 Operating Plan. Employees who are identified as close contacts during a contact trace and are directed to not return to the worksite until a date determined in accordance with the COVID-19 Operating Plan will also be paid for scheduled time missed. If an employee's determined return to work date passes and the employee continues to not report to work due to illness, it will not be considered time missed due to a positive COVID-19 test and therefore will be unpaid by the company.