

RAINBOW STAGE – COVID-19 VACCINATION POLICY

Rainbow Stage (1993) Inc. (“Rainbow Stage”) is committed to providing a safe and healthy environment for all individuals working with Rainbow Stage. As a result, Rainbow Stage is implementing additional measures to protect us all from contracting and/or spreading Covid-19.

These measures are as outlined in this Covid-19 Vaccination Policy (the “Policy”). The Policy applies to all employees, contract workers, volunteers and students working with Rainbow Stage (collectively referred to as ‘employees’ in this Policy).

This Policy has been developed based on advice from relevant public health authorities. Consistent with this advice, Rainbow Stage strongly encourages all employees to be fully vaccinated at their earliest opportunity. If, however, any employees have concerns regarding individual health considerations and Covid-19 vaccination, Rainbow Stage encourages such employees to seek advice specific to their personal health situation from their regular health care provider.

Vaccination Requirement for Current Employees

For the purpose of this Policy, a current employee is an employee that is actively employed with Rainbow Stage on October 31, 2021 (a “Current Employee”).

It is Rainbow Stage’s expectation that all Current Employees of Rainbow Stage will be fully vaccinated on or before December 15, 2021. After December 15, 2021 a Current Employee that is not fully vaccinated:

- (a) will not be permitted to enter the Rainbow Stage office located on Henderson Highway (the “Rainbow Stage Office”) until they have provided documentation showing that they are fully vaccinated or have complied with the testing requirements below; and
- (b) will not be permitted to enter any other Rainbow Stage workplace, including the Rainbow Stage facility at Kildonan Park, rehearsal halls, or any other place designated by the Executive Director (the “Other Workplaces”) until the Current Employee has provided documentation showing that they are fully vaccinated. For greater certainty, a Current Employee will not be permitted to enter any Other Workplace regardless of whether the employee has complied with the testing requirements below.

A Current Employee who is not fully vaccinated must be regularly tested for Covid-19 and the results of such tests must be provided to Rainbow Stage in order to enter the Rainbow Stage Office pursuant to (a) above. Testing will be on a frequency established by Rainbow Stage, which will be no less than three times per week and may be as frequently as daily. Any Current Employees who wish to utilize the regular testing option should contact the

Executive Director of Rainbow Stage as soon as possible in order to make appropriate arrangements. Detailed testing requirements will be provided at that time. If the Executive Director is of the view that the employee may work remotely, the Executive Director may waive the requirement to be tested during the time the employee is working remotely.

Vaccination Requirement for Employees Hired After November 1, 2021

It is Rainbow Stage's requirement that all employees of Rainbow Stage hired to commence employment after November 1, 2021 will be fully vaccinated.

"Fully Vaccinated"

For the purposes of this Policy, "fully vaccinated" shall mean employees who are fourteen (14) days after receipt of their second dose of a Covid-19 vaccination authorized by Health Canada (Pfizer/BioNTech, Moderna and/or Astra-Zeneca) An employee will also be considered to be fully vaccinated fourteen (14) days following a single dose of the Johnson & Johnson vaccination.

In accordance with public health guidance, an employee shall be considered to be fully vaccinated fourteen (14) days after receiving their second dose of any vaccine authorized by Health Canada, regardless of whether the vaccinations were the same or a mix of two different vaccination brands.

As noted, Rainbow Stage strongly encourages such employees with concerns regarding vaccination to seek advice specific to their personal health situation from their regular health care provider. This Policy will be applied in accordance with Rainbow Stage's obligations as an employer pursuant to *The Human Rights Code* (Manitoba). Employees who cannot obtain a Covid-19 vaccination for medical or religious reasons will be accommodated to the point of undue hardship. Employees who require accommodation for medical or religious reasons must speak to the Executive Director as soon as possible in order to discuss potential accommodations.

If any employee is facing barriers to obtaining vaccination (such as difficulties with accessing vaccination appointments, time off to obtain vaccination, transportation, etc.), employees are encouraged to raise such issues with the Executive Director. Where possible, Rainbow Stage will endeavour to take steps to facilitate employee access to vaccinations.

Employees who experience side effects from obtaining a Covid-19 vaccination that result in the employee having to miss work will be provided up to two (2) additional paid sick days to assist with said missed time.

Confirmation of Vaccination Status

All employees, other than those Current Employees who have previously requested testing or employees that have an approved accommodation from the Executive Director,

are required to submit authorized confirmation of their fully vaccinated status on or before December 15, 2021. Confirmation can be provided by showing their Manitoba Covid-19 Vaccination Card or their QR code to the executive director. A copy will not be taken or kept by Rainbow Stage and only the Executive Director will have access to the file that shows which employees have proven vaccination status

If an employee is not able to provide any of the above forms of confirmation, Rainbow Stage will accept reasonable alternative confirmation of vaccination status on a case-by-case basis. Examples may be where an employee does not have a Manitoba Health card or where the employee has obtained their vaccination(s) out of the province.

This information will only be used for the purposes of confirming employee compliance with this Policy. Once this information is no longer required (either due to the information no longer being required or because the employee's employment with Rainbow Stage has ended), it will be securely disposed of and no record will be retained regarding the Covid-19 vaccinations.

Employees who plan to receive their vaccinations but will not be able to do so prior to the dates provided for in this Policy should contact the Executive Director immediately to discuss possible accommodations.

Failure to Comply with this Policy

After December 15, 2021, any Current Employee of Rainbow Stage who has not provided confirmation of vaccination status, complied with the testing requirement, or requested (and been granted) accommodation in accordance with this Policy, shall not be permitted to enter the Rainbow Stage Office or the Other Workplaces.

Failure to comply with this Policy (except as outlined with regard to accommodation for eligible employees) may result in disciplinary action up to and including termination of employment.

Accommodation of Employees who are Unable to Obtain Vaccination

Employees who are unable to obtain the Covid-19 vaccination for medical or religious reasons will be provided accommodation if such an accommodation is reasonably possible in accordance with *The Human Rights Code* (Manitoba). Reasonable supporting documentation of the employee's inability to obtain the vaccine may be requested. Information about medical exemption is here <https://www.gov.mb.ca/covid19/vaccine/eligibility-criteria.html#exemptions>

Employees who may require accommodation should provide Rainbow Stage with notice of the request as soon as possible. Employees requiring accommodation should contact the Executive Director as soon as possible to discuss possible accommodation.

Determinations regarding accommodation will be made on a case-by-case basis and will consider the reasons for the accommodation request along with an individual assessment of whether accommodation is impossible or will constitute an undue hardship.

Amendment

Due to the uncertain nature of the Covid-19 pandemic, and no clear end to the pandemic, this Policy will be reviewed by the Board of Rainbow Stage and may be adjusted in the future, in accordance with public health orders and the ongoing evolution of the pandemic. For example, the Board may determine, at a future date, that it is necessary for all onstage and backstage employees to be tested regularly, as well as be fully vaccinated.