

BAG COVID19 Vaccination Policy

For BAG Employees & Contract Workers

Employers have a general duty to take reasonable efforts to maintain a safe work environment for employees that is free from recognized hazards that are causing or are likely to cause death or serious physical harm. (See 29 U.S.C. 654(a)(1).) Because COVID-19 is a contagious virus with the potential to cause serious physical harm or death, employers are eager to use vaccine mandates to restore workplaces to safety and health.

To ensure the continued safety of the workers in the Broward Art Guild Gallery and guests/volunteers that frequent the Gallery as well as workers/volunteers/guests at off-site events, Broward Art Guild employees/Contract Workers will be required to comply with the latest CDC Recommended Guidelines as well as the following guidelines.

1. Everyone must observe mandatory masking and social distancing while in the gallery and at off site events. Washing your hands and using sanitizer regularly is also recommended.
2. If an employee has been fully vaccinated against COVID19, they must sign a statement stating that they have been fully vaccinated, and every person in their household has been fully vaccinated.
3. If an employee has been fully vaccinated, but someone in their household has NOT been vaccinated, the employee must observe the same guidelines as an unvaccinated employee. That is, mandatory masking, monthly testing and social distancing in the gallery and at off site events.
4. If an employee has only been partially vaccinated, they will be required to observe the same rules as an unvaccinated employee until 2 weeks after the final vaccination.
5. Employees with evidence of antibodies or having undergone antibody treatments will be considered in the same category as unvaccinated employees. CDC recommends that antibody treatments, or evidence of antibodies in the system, not be considered a substitution for getting vaccinated. It's not clear what level of antibodies is sufficient nor how long those antibodies will last so to optimize your protection against future infections, including emerging variants, and protect yourself and the people you come in contact with, a COVID vaccination is considered necessary.

6. If an employee chooses not to be vaccinated, or anyone in their household is not vaccinated, they must observe the following requirements:
- Social distancing always, 6 ft distance while in the gallery or volunteering at off site events.
 - **Wearing a face covering at all times** while in the Gallery or participating at all BAG off site events.
 - **Submit proof of a current monthly test for COVID19 to their supervisor that states they are COVID19 free no later than the 5th of every month until further notice.** The results of the COVID19-free test must be provided to their supervisor no more than 24 hours before they enter the BAG gallery to work or volunteer. The results will be kept in the employee's personnel file. Failure to provide a test within these timelines will prevent that employee from working that shift. Working from home is not a substitute for failing to submit the test results, that shift will be covered by another employee or volunteer.
7. If an employee or volunteer provides a test result that shows that they have the COVID19 infection, they will not be permitted to return to work or to volunteer until they have quarantined for the recommended 14 days, and they can provide 2 current COVID19 test results showing that they are COVID19 (or any variants) free.

Name and Title

Date