

The Metropolitan Opera Mandatory COVID-19 Vaccination Policy

To ensure the health and safety of our employees, their families, and members of our community as we return from the COVID-19 pandemic, The Metropolitan Opera (the “Met” or “organization”) will require that all employees receive a COVID-19 vaccine so as to be fully-vaccinated by the later of August 1, 2021 or their scheduled return to regular work at the Met. Those employees who are already working at the Met, or whose scheduled return will be earlier than August 1, must be vaccinated as soon as possible.

Overview

Except as set forth below in the section titled “Exemptions,” all employees must: (1) be fully vaccinated against COVID-19 (*i.e.*, two weeks following receiving both doses of a two-dose vaccine or a single dose of a one-dose vaccine considered effective by the Centers for Disease Control and Prevention (“CDC”) and/or the World Health Organization (“WHO”)), and (2) provide the Human Resources Department with proof of vaccination, by August 1, 2021 or within thirty (30) days from the date of initial hire, whichever is later. Those employees who are already working at the Met, or whose scheduled return will be earlier than August 1, must present proof of vaccination as soon as possible. The Met also requires that employees receive any booster shots that may be recommended by the health authorities.

Documentation should only include proof of vaccination and **not** other medical or genetic information (*e.g.*, family medical history).

Employees who are not in compliance with this policy may be subject to disciplinary action, up to and including termination of employment, in accordance with the Met’s policy. An employee who has timely requested and has been granted an exemption pursuant to the section below shall not be considered in violation of this policy.

Exemptions

Any employee who cannot receive a COVID-19 vaccination because of a qualifying disability or sincerely-held religious belief should contact the Human Resources Department to request an accommodation by July 1, 2021 or within thirty (30) days from the initial date of hire, whichever is later, to avoid being noncompliant with this policy. The Met will assess whether such employee is eligible for an exemption from the vaccination requirement in accordance with the Met’s policy as well as federal, state, and local law. The Met will keep any medical information obtained in connection with a request for a reasonable accommodation confidential in accordance with, and to the extent required by, applicable law, regulations and guidance.

Those who are exempted from being vaccinated against COVID-19, as well as those who have received a vaccine that the CDC and/or WHO has not determined to be effective, may be required to undergo COVID-19 testing as recommended by public health authorities and the Met’s epidemiological advisors. Vaccination is encouraged, but not required, for members of the children’s chorus who are age-eligible.

Compensation / Time Off

Hourly employees will be eligible for up to four (4) hours of paid leave to receive each dose of the vaccine received during working hours. If the employee must be absent during work hours to receive the vaccine, the employee must notify their manager at least twenty-four (24) hours before the start of their shift, if practicable. All non-exempt employees must record their paid leave in accordance with the Met’s time recording policy.

Salaried employees are also permitted to take up to four (4) hours of paid time off during the workday to receive a COVID-19 vaccination in accordance with this policy – provided that they provide notice to their manager at least twenty-four (24) hours before the start of their workday, if practicable – and will continue to receive their regular salary for such time.

Additional Information

This policy is an essential component of the Met’s overall strategy and commitment to maintaining a safe and healthy workplace during the COVID-19 pandemic. **This policy is designed for use together with, and not as a substitute for, other safety measures to prevent the transmission of COVID-19 in the workplace.**

All audiences and other visitors to the Met will also be required to have been vaccinated consistent with this policy.

This policy will remain in effect until further notice. Any questions regarding this policy should be directed to the Human Resources Department at hr@metopera.org.