



APPENDIX B COVID-19 Protocols for In-Person Commercial Auditions Under the SAG-AFTRA Commercials Contract

The health and safety of SAG-AFTRA members and advertiser and agency personnel is our highest priority. The following are recommended procedures for SAG-AFTRA Commercials Contract in-person auditions. **These procedures do not create any new legal or contractual obligations.** These procedures are the result of consultation with medical, public health and industry professionals. As our understanding of COVID-19 evolves, these protocols may be updated from time-to-time.

The protocols address six main approaches for protecting individuals while minimizing the potential for exposure to COVID-19: (1) Sanitation; (2) Social Distancing; (3) Personal Protection; (4) Health Check; and (5) Minors; and (6) Casting instructions if a mandatory vaccination policy is required by Producer.

1. Sanitation

- a. Wash your hands often with soap and water for at least 20 seconds, especially after going to the bathroom, before eating, and after blowing your nose, coughing, or sneezing.
- b. Sanitation stations and hand sanitizer should be visible and readily available in all
- c. areas inclusive of audition areas.
- d. Cover your cough or sneeze with a tissue, then throw the tissue in the trash. If tissue is not available, cough/sneeze into elbow and immediately wash hands or use hand sanitizer.

2. Social Distancing

- a. First calls may be conducted via FaceTime, Zoom or other applicable technology. Please note, any direction to performers on what to provide in their remote audition should be limited to what the performer can perform safely and/or would be asked to do if at an in-person audition session. For example: a performer may not be asked to perform a stunt, provide specific props, nor be asked to provide a specific backdrop or scenery.
- b. In-person auditions must have a holding area large enough to accommodate six feet of social distancing in all directions. The holding area should have adequate ventilation as appropriate to the weather.
- c. Physical space between those auditioning should be a minimum of six feet, except for legitimate pairs (e.g., household members, domestic partners,



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roommates, those living together for a minimum of 14 days or more prior to the audition).

- d. Any additional personnel will be limited as necessary.
- e. Avoid physical contact (e.g., shaking hands, hugs, fist/elbow bumps) – except for legitimate pairs (e.g., household members, domestic partners, roommates, those living together for a minimum of 14 days or more prior to the audition).
- f. Only the individual scheduled for an audition may be present. If a minor is auditioning, a parent/guardian is permitted.

3. Personal Protection

- a. Personal Protective Equipment (“PPE”) consisting of a mask or face shield must be worn by all casting agency personnel and non-performers.
- b. PPE must be worn by performers when not on camera or performing, including during arrival.
- c. No one will be admitted to the casting set without the appropriate PPE. If necessary, additional PPE may be issued during the casting session.

4. Health Check

- a. If you tested positive for COVID-19 (or previously tested positive within 14 days of the casting), do not report to such casting call.
- b. Stay home if you feel sick.
- c. If an onset of symptoms develops while at the audition, report it immediately to the casting agent(s).
- d. If instructed, wait in your vehicle or designated area for an assigned individual to check your temperature and ask if you are experiencing any symptoms.
- e. If the temperature screen is within acceptable limits and there are no symptoms, the performer must put on PPE to be admitted to the audition area.
- f. If the temperature screen is greater than acceptable limits, or symptoms are reported, the performer will be directed to return home for self-quarantine and further medical testing until medically cleared to return to work.
- g. Should you observe anyone experiencing symptoms of COVID-19, report it to the appropriate personnel immediately.

- 5. **Minors.** In addition to the above safety measures, the following shall also apply to minor performers:



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- a. Only one parent or guardian is permitted when reporting to the audition, the parent or guardian must follow the procedures listed above for both the parent/guardian and the minor performer.
 - b. The minor must always be accompanied by a parent or guardian, no exceptions. The parent or guardian should only be permitted in the holding area, restrooms, audition area, and to/from the vehicle.
 - c. Minors must be held in separate and/or individual holding areas wearing appropriate PPE at all times.
 - d. Minors may only be allowed in the audition area when it is their time to audition, no exceptions.
 - e. All scenes involving minors should be scheduled in a way that minimizes their total time at the audition.
 - f. No socializing with other minors at any point during the day, unless strict social distancing is enforced.
- 6. For a Producer Requiring Mandatory Vaccination**
- a. Producer (and/or its casting director) must announce such policy as early in the casting process as possibly, preferably in initial breakdowns or earliest casting discussions.
 - b. The casting breakdown and all notices of the mandatory vaccination policy must include the procedure for initiating a request to engage in the legally required interactive process for those requesting medical exemption or religious accommodations.
 - c. A Producer (and/or its casting director) that has implemented a mandatory vaccination policy¹ **may only require a prospective employee to respond “yes” or “no”** as to whether any of the following is true:

¹ Performers that are too young to receive a vaccine (currently, under 12 years old) shall not be subject to a mandatory vaccination policy at the present time, but must adhere to the COVID Safety Protocol Agreement during production and all casting sessions.



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The prospective employee is Fully Vaccinated² OR has a sincerely held religious belief or disability that would prevent them from becoming Fully Vaccinated.

The offer of employment will be conditioned on verification of (i) Fully Vaccinated status (as set forth in Section I.E of the Addendum to the COVID Safety Protocols Agreement) or (ii) disability or sincerely-held religious belief and a determination, after engaging in the legally-required interactive process, that the medical exemption or sincerely-held religious belief can be accommodated without undue hardship. However, an employee may be unable to be hired without a vaccination in those situations.

Transitional Period: Any Performer who receives the first vaccine shot (or only vaccine shot if using the Johnson & Johnson vaccine) before October 4, 2021, and completes the course of vaccination within 6 weeks thereafter (including fulfilling the two-week waiting period after the second shot of Pfizer or Moderna COVID-19 vaccine) shall be authorized to work under a mandatory vaccination policy even if Performer is not yet Fully Vaccinated.

7. Mandatory Vaccination at Audition Location. If a Performer scheduled by Producer (or by Producer's casting director) to audition must be Fully Vaccinated to attend an in-person audition due to a facility or governmental requirement, Producer shall provide Performer with an opportunity to audition virtually. Performers shall not be asked or required to disclose their reason for requesting a virtual audition opportunity.

These protocols are not a perfect fit for every scenario. Additional amendments to these protocols may be needed as COVID-19 conditions change. SAG-AFTRA and the JPC are closely monitoring developments.

²"Fully Vaccinated" currently means that at least 14 days have passed since the individual received a Johnson & Johnson COVID-19 vaccine shot or a second shot of Pfizer or Moderna COVID-19 vaccine. New vaccines can be used in the future if they are approved by the FDA.