

## **Covid-19 Vaccination Policy Adjustment Plan**

Between:

**Richmond Gateway Theater Society**  
(the "Employer")

And

**International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists  
and Allied Crafts of the United States and Canada Local No. 118**  
(the "Union")

WHEREAS the Employer has created a Covid-19 vaccination policy (the policy) which affects the conditions and security of employment for a significant number of bargaining unit employees;

AND WHEREAS the Employer under Article 4 of the Collective Agreement between the parties has the right to create workplace policy as long as that policy does not violate the Collective Agreement or the law;

AND WHEREAS the Employer provided notice of the policy to the Union on October 21st, 2021;

AND WHEREAS the Union reserves the right to grieve and take issue with the reasonableness and/or application of the policy and adjustment plan on a case-by-case basis;

AND WHEREAS the Union notified the Employer of their requirement under Section 54 of the labour code with respect to the implications of policy and the need to create an adjustment plan

AND WHEREAS the parties met in good faith on October 25th, 2021 to discuss and create an adjustment plan with respect to the policy:

THEREFORE the Parties agree to the following adjustment plan

1. The adjustment period shall apply from October 26th, 2021 until December 24th, 2021 after which time the employer policy shall be in full force and effect.
2. The Employer guarantees at least 3 weeks notice to the Local of upcoming calls
3. Under the adjustment plan, and with sufficient notice given, the Employer will require that members of the bargaining unit provide proof of at least one dose of an approved Covid-19 vaccine (as outlined in the policy) in order to commence work with the employer.
4. As of December 20th, 2021 the Employer shall require members of the bargaining unit to be fully vaccinated as outlined in the policy.