

Subject: COVID – Mask and Vaccination Policy Update – August 12, 2021
For: Union Representatives
Page: 1 of 2

In response to the concerns arising from COVID 19 delta variant cases, last week Fern’s branch and field operations personnel were provided an update to Fern’s **Mask** policy. This week, our **Vaccination** policy was shared with employees. Fern’s branch and field operations personnel are actively communicating these requirements to union personnel, and union representatives. This message will serve as confirmation of these policies. Union representatives having questions regarding these policies should contact the Fern branch or field operations manager.

MASKING - Effective August 9, 2021

MASKING - Fern Facilities (office; warehouse)

Masks must be properly worn by anyone in a Fern-operated facility regardless of vaccination status, including full-time and part-time employees, non-union, union or other casual labor, vendors, visitors, etc.*

**The only exceptions to this requirement are A). Individuals working alone in a workspace at least 10’ from another person. However, once meeting with others or moving about the facility, masks must be worn; and B). Once 100% of employees working in a Fern operated facility are verified fully vaccinated masks will not be required inside that Fern operated facility except when interacting with visitors, and C). Employees who are not vaccinated, as a result of having a written medical exemption, will be required to wear a mask.*

MASKING - Other Locations

All Fern employees, union and non-union, including full-time and part-time, will be required to wear masks at all times while working on show site, traveling in company vehicles, or visiting any facility on behalf of the company regardless of vaccination status. **

***The only exceptions to this requirement are A). If an event is being produced in a “Low” or “Moderate” transmission area according to CDC data and the venue AND customer are not requiring masks, in these instances, Fern’s general manager responsible for the event may give approval for masks not to be worn for fully vaccinated employees only, and B). Employees who are not vaccinated, as a result of having a written medical exemption, will be required to wear a mask.*

Any individuals accepting a call-to-work or work assignments and refusing to comply with the above MASK policies will be asked to leave. Employees refusing to comply will be subject to discipline, up to and including termination.

Subject: COVID – Mask and Vaccination Policy Update – August 12, 2021
For: Union Representatives
Page: 2 of 2

VACCINATION – Effective October 1, 2021

VACCINATION - Fern Facilities (office; warehouse)

All Fern employees, including **full-time and part-time**, non-union, union or other casual labor, in a Fern-operated facility, will be required to be fully vaccinated against COVID-19*

VACCINATION - Other Locations

All Fern employees, including **full-time and part-time**, non-union, union or other casual labor that accept a call-to-work or work assignments that requires travel for Fern, must be fully vaccinated against COVID-19, by October 1, 2021.

Employees, that are **full-time**, non-union or union, that accept a call-to-work or work assignments will be required to be fully vaccinated against COVID-19 by October 1, 2021.

Employees, that are **part-time**, non-union or union, that accept a call-to-work or work assignments will be required to be fully vaccinated against COVID-19 if required of Fern by the event venue or event organizer. In such instances, no unvaccinated Fern personnel will be permitted at these jobsites.

In the unlikelihood that there continues to be venues and event organizers (jointly) that permit Fern to have unvaccinated personnel at the event site, **part-time** employees and **employees with medical wavers**, union or non-union, that remain unvaccinated will be required to provide a negative COVID-19 test, at the beginning of each week, that is not older than 72 hours old and that is obtained at the employees' expense.

Any individuals accepting a call-to-work or work assignments and refusing to comply with the above VACCINATION policies will be asked to leave. Employees refusing to comply will be subject to discipline, up to and including termination.

Thank You,

Michael Cox
Fern
mcox@fernexpo.com
502.608.3491

END