

Member Advisory Regarding Resuming In-Person Teaching September 20, 2021

Monday morning is coming soon and there are ongoing concerns about campus safety for in-person teaching. This reminder lists options you can take to address concerns you might have about the return to in-person teaching:

1. Reach out to your Chair and Dean. Outline your specific concerns and ask they be addressed in writing. Copy the Association (labourrelations@mtroyal.ca) on any correspondence. We expect that your concerns will be heard and addressed.
2. If you have a physical or mental disability or medical condition that precludes you from teaching on campus, you can still apply for an accommodation.
3. Report an unsafe workplace to your Dean, citing Article 22.3. Identify the unsafe work issue and ask the problem be rectified. Copy the Association (labourrelations@mrfa.net) so that we can follow up on whether the problem has been resolved. Please consult the information [here](#).
3. If you believe on reasonable grounds that there is an **undue hazard** at the work site or that the work constitutes an **undue hazard** to your health and safety or to the health and safety of another worker or another person, you can refuse to work. The details on this process can be found [here](#).

If you refuse work under this process, copy the Association (labourrelations@mrfa.net) and the MRFA representatives on the [Occupational Health and Safety Committee](#). The Employer must explain, in writing, how the hazard has been addressed. If you are unsatisfied, you may file a complaint [online](#) or reach out to the OHS Contact Center ([780-415-8690](tel:780-415-8690)).

You can also file a hazardous [incident form](#) at EHS@mtroyal.ca with a copy to the Association. If you are feeling ill or are self-isolating but able to work, complete the illness report form. Use your professional judgement to decide whether to deliver classes remotely temporarily. See the Instructor [Toolkit](#) for more information.

The Association will support these actions within its obligation of fair representation. Moreover, please be assured the Association continues to protect the rights of all members under the collective agreement to greatest extent possible, but there are some limitations.

1. The Employer has the right to direct employees to report to work on-campus and resume in-person teaching. You do have the right to a workload appeal under Article 14.12. Contact Derrick Antson (labourrelations@mrfa.net) or Vice-President Policy and Senior Grievance Officer Kelly Sundberg (grievanceofficer@mrfa.net) to explore this option.
2. As we heard last year from our legal counsel during the Scholar's Strike, no employees, no bargaining agent and no person acting on their behalf shall strike¹ or cause a strike or threaten to strike or to cause a strike unless that strike is permitted by the *Labour Relations Code*. Neither the Association, nor its members, are in a lawful strike position at this time.
3. The Employer states that Alberta's Chief Medical Officer has determined that the current vaccine declaration and rapid testing program with audits meets the Reduction Exemption

¹ A cessation of work, a refusal to work, or a refusal to continue to work by 2 or more employees acting in combination or in concert or in accordance with a common understanding for the purpose of compelling their employer to agree to terms or conditions of employment amounts to a "strike."

Program requirements. A Public Order to this effect is expected and the Association has asked for a copy of the Order when it is available.

Other Steps to Protect Yourself

Here are other actions you can take to protect yourself and students:

1. Wear a mask. You can purchase an N-95 mask and have it fitted. Sun Life will reimburse you.
2. If your classroom is too small, request a bigger room. Copy the Association on the request so we can monitor the response.
3. Use outdoor pathways to avoid hallways.
4. Get fully vaccinated. You can download your vaccine record at albertavaccinerecord.ca.

The Association continues to explore all avenues under the Collective Agreement and under legislation to press our demands for a safe and healthy workplace. Be assured, we continue to press the employer to provide a safe and healthy workplace.