



# FREQUENTLY ASKED QUESTIONS

FALL 2021



This is a living document that holds questions faculty members have asked as they have returned to campus in Fall 2021. As new information and answers become available, this document will be updated. You can identify updates by the date stamps on the entries.

If there are topics of interest to you that are not included, please send an email to [communications@mrfa.net](mailto:communications@mrfa.net) and we will endeavour to have this document reflect your suggestions.

	<p><b>If I am not feeling well and cannot report to work on campus, can I decide to move to remote delivery?</b></p> <p><b>I learned a student who was in class has recently tested positive for COVID. Can I move to remote delivery?</b></p>
<p><b>A.</b></p>	<p>Yes, if you are well enough to work, then you can notify your students that the class will be temporarily delivered remotely. Be sure to assign alternative learning activities. Please refer to this diagram included in the MRU instructor toolkit.</p> <div data-bbox="337 604 1425 1012" style="border: 1px solid black; padding: 10px;"> <p style="text-align: center; background-color: #cccccc; margin: 0;"><b>CONTINUITY</b></p> <pre> graph TD     FM[FACULTY MEMBER] --&gt; Q1{CAN THE FACULTY MEMBER STILL WORK?}     Q1 -- NO --&gt; CM[COLLABORATIVELY MANAGED BY DEPARTMENT]     Q1 -- YES --&gt; Q2{WHO IS ABSENT?}     Q2 --&gt; S[STUDENT(S)]     S --&gt; LN[LARGE NUMBER]     S --&gt; SN[SMALL NUMBER]     LN --&gt; SM[SELF-MANAGED BY FACULTY MEMBER]     SN --&gt; MS[MANAGED AS PER ANY STUDENT ABSENCE]           </pre> <div style="margin-top: 10px;"> <p><b>COLLABORATIVELY MANAGED BY DEPARTMENT</b></p> <ul style="list-style-type: none"> <li>• FACULTY TEACHING COVER</li> <li>• ASSIGN INDEPENDENT OR ALTERNATIVE LEARNING ACTIVITIES/MATERIALS</li> <li>• LIMITED CLASS CANCELLATION</li> </ul> </div> <div style="margin-top: 10px;"> <p><b>SELF-MANAGED BY FACULTY MEMBER</b></p> <ul style="list-style-type: none"> <li>• TEMPORARY MOVE TO REMOTE DELIVERY</li> <li>• ASSIGN INDEPENDENT OR ALTERNATIVE LEARNING ACTIVITIES/MATERIALS</li> </ul> </div> <div style="margin-top: 10px;"> <p><b>MANAGED AS PER ANY STUDENT ABSENCE</b></p> </div> </div> <p><i>Date Stamp = Sept 13, 2021</i></p>

	<p><b>What can I do if I believe the classroom or other workspaces are unsafe to teach or work in?</b></p>
<p><b>A.</b></p>	<p>If you have <b>objectively reasonable</b> grounds to believe that there is a “dangerous condition” at your work site, or that your work constitutes a danger to a person’s health and safety, you must:</p> <ol style="list-style-type: none"> <li>1. <b><i>Promptly report your refusal to teach</i></b> a particular class, and provide the reasons you feel the class is dangerous, to your Chair and your Dean, preferably in writing, citing Section 31(1) of the OH&amp;S Act. Include:       <ol style="list-style-type: none"> <li>a. Your name, and email address;</li> <li>b. The date and time (of your class/lab/instructional activity);</li> <li>c. The specific location including the building and room location (e.g. Riddell Library and Learning Centre, ELL-2020)</li> <li>d. A description of the danger/hazards</li> </ol> </li> <li>2. Before sending your report, be sure to read, and append a copy of the provisions of the act to your report available <a href="#">here</a>. <b>MAKE SURE YOU</b></li> </ol>

**HAVE CONFIRMED WHICH ACT IS IN EFFECT - see below**

3. Be sure to provide a copy of your report to the Association's Labour Relations Officer ([labourrelations@mrfa.net](mailto:labourrelations@mrfa.net)) and your presentative on the OHS Committee (Scharie Tavcer [stavcer@mtroyal.ca](mailto:stavcer@mtroyal.ca), Stephanie Zettel [szettel@mtroyal.ca](mailto:szettel@mtroyal.ca), and Helena Myllykoski [hmyllykoski@mtroyal.ca](mailto:hmyllykoski@mtroyal.ca))
4. Submit an [incident report](#) to Environmental Health and Safety (EH&S).

[Link to Government of Alberta's Refusing Unsafe Work legislation](#)

**PLEASE READ: IMPORTANT NOTE REGARDING OHS ACT CHANGES:**

Occupational Health and Safety Act, SA 2020, c O-2.2 received Royal Assent on December 9, 2020, and it is awaiting Proclamation to become effective. You can find it [here](#).

Once proclaimed into force, the new Act (2020) will replace Occupational Health and Safety Act, SA 2017, c O-2.1 in its entirety.

Once SA 2020, c O-2.2 is effective, there are some significant changes to definitions as outlined next. After the Act is proclaimed, the relevant provisions will read, in part:

*"hazard" means a situation, condition or thing that may be dangerous to health and safety;*

**Right to refuse dangerous work**

17 (1) In this section, "**undue hazard**" in relation to any occupation includes **a hazard that poses a serious and immediate threat to the health and safety of a person.**

(2) Subject to this section and section 5, a worker may refuse to work or to do particular work at a work site if the worker believes on reasonable grounds that there is an undue hazard at the work site or that the work constitutes an undue hazard to the worker's health and safety or to the health and safety of another worker or another person.

**Before you invoke the right to refuse dangerous work, ensure which version of the Occupational Health and Safety Act is in force, and follow the applicable statutory requirements. If you are unsure, contact the Association**

**Date Stamp = Sept 13, 2021**



**Will the university reimburse me for the cost of an N95 mask if I chose to wear one?**

**A.**

**Short answer: Indirectly**

**Long answer:** With proper documented receipts from a reputable vendor, and an active SUN LIFE Health spending Account, you can submit your receipts for reimbursement of the N 95 mask. There should be a lesser standard of mask available in each classroom.

**Date Stamp = Sept 13, 2021**

	<p><b>What do I do if there are no sani-wipes and/or masks available in my classroom?</b></p>
<p><b>A.</b></p>	<p>As directed in the Instructor Toolkit, please complete this form.  <a href="#">Safety and Cleaning Supplies Request Form</a>  <i>Date Stamp = Sept 13, 2021</i></p>
	<p><b>Do I have to sign the Hazard Assessment Form?</b></p>
<p><b>A.</b></p>	<p>Short Answer: No</p> <p>Long Answer: Earlier this year, all MRU employees received an email asking them to read the <a href="#">COVID-19 Hazard Assessment</a>, sign and return to your supervisor.</p> <p>The law says <b>the employer must inform</b> all employees of any hazards and controls in the workplace. By signing and returning this form to your supervisor, you are providing proof that the employer has informed you of hazards and controls in the workplace.</p> <p>Your signature DOES NOT constitute your acceptance of these hazards and controls. It simply means you have been informed. You have not compromised your rights under the Collective Agreement or provincial legislation.</p> <p>To make this distinction clear, you can write beside your signature: "I acknowledge I have been informed of these hazards."</p> <p><i>Date Stamp = Sept 13, 2021</i></p>
	<p><b>Who do I report room ventilation concerns to?</b>  <i>(Room E161 appears to have air circulation / ventilation issues)</i></p>
<p><b>A.</b></p>	<p>Please complete the <a href="#">Incident / Injury report form</a>. Also inform your Chair and copy the Association.</p> <p><i>Date Stamp = Sept 13, 2021</i></p>
	<p><b>How do I handle the situation when a student claims they have a mask exemption?</b></p>
<p><b>A.</b></p>	<p>A student with a MASK EXEMPTION will have a letter Access and Inclusion Services. These exemptions are difficult to obtain and are provided with medical documentation.</p>

1. Ask to see the letter, and discuss the situation, just as you would for a student requesting extended exam time, etc.
2. You have the right to rearrange seating in the class so you can request the student ensure there is adequate space between them and other people in the room
3. You have the right to ask the student to wear a face shield.

*Date Stamp = Sept 14, 2021*



**Have a question?**

**A.**

Email it to [communications@mrfa.net](mailto:communications@mrfa.net)