

## 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.

Here is a reminder listing options for how you can address concerns you might have about the return to in-person teaching:

1. Reach out to your Chair and Dean to discuss your concerns. Outline your concerns and ask they be addressed in writing. Copy the Association on your email at [labourrelations@mtroyal.ca](mailto:labourrelations@mtroyal.ca). We expect that your concerns will be heard and addressed.
2. Request accommodations to be made if you
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](mailto:labourrelations@mrfa.net)) so that we can follow up on whether the problem has been resolved. Please consult the information here [\[link\]](#).
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 [\[link\]](#).

If you refuse work under this process, copy the Association ([labourrelations@mrfa.net](mailto:labourrelations@mrfa.net)) and MRFA representatives on the Occupational Health and Safety Committee [insert link](#). The Employer must explain, in writing, how the hazard has been addressed. If you are unsatisfied, you can report the problem to the provincial Occupational Health and Safety Office [{link to contact information}](#)

You can also file a hazardous [incident form](#) at [EHS@mtroyal.ca](mailto:EHS@mtroyal.ca). 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](#) [\[link\]](#)

The Association will support any and all of these actions within its obligation of fair representation.

The Association will also uphold the collective agreement to the greatest extent possible, however there are limits on members' rights and therefore some limits to actions the Association can take.

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](mailto:labourrelations@mrfa.net)) or Vice-President Policy and Senior Grievance Officer Kelly Sundberg ([grievanceofficer@mrfa.net](mailto:grievanceofficer@mrfa.net)) to explore this option.
2. As we heard last year from our legal counsel, no employees, no bargaining agent and no person acting on their behalf shall strike<sup>[1]</sup> 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 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.

[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."

## **Other Steps to Protect Yourself**

There are several 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](http://albertavaccinerecord.ca).

The Association continues to explore other avenues under the Collective Agreement and under legislation to press our demands for a safe and healthy workplace. We will communicate more as required. Be assured, we continue to press the employer to provide a safe and healthy workplace.