

		CUPE 3903	York
Conditions to Return to In-Person Work	Vaccination	Two doses + two weeks	No current plans for mandatory vaccines for anyone, and no plans to allow members to not return if they aren't vaccinated.
	Vaccine Efficacy Against Current Strains	85%	
	New Case Rate per 100,000 (14 day average)	<2	
	Positivity Rate of Tests (14 day average)	<2%	
	R-Number	<0.5	
Vaccines	Vaccine Availability	No member required to give up work due to lack of vaccine access.	Everyone has access to the vaccines; this is a non-issue.
Classroom/Work Conditions	Ventilation	6 Equivalent Air Changes Per Hour	Air is purged before students arrive and after they leave. Following ASHRAE guidelines. Recommended at least 10 ACH in nurse offices , but only ~2ACH in classrooms . ¹
	Filtration	HEPA	HEPA filters where possible, increased filtration in higher occupancy spaces.
	Issues Due to Lack of Classroom Use	Take the necessary steps to ensure other	ASHRAE Guidelines for water systems.

¹ Assuming that 1CFM/SF = 6ACH in a space with a 10ft ceiling.

		issues like legionella are not a problem.	
	Right to Refuse Unsafe Work	Members will have the right to refuse work that they deem to be unsafe.	
Changing the Plan	Agreement on Next Steps?	Union and Employer must agree before changes are made. Union and Employer will meet regularly to evaluate the situation.	Committee of 12 will discuss issues related to the phased return to campus. No decision making power.
Vulnerable Members and their Loved Ones	Protection for vulnerable members, or members who care for or live with vulnerable people.	Not forced to return to in-person work until the Public Health Unit declares it is safe for an immunocompromised person to attend a gathering of more than 20 people.	Apply for accommodations using York's existing accommodations procedure through the Employee Well-Being Office. No guarantee.