

UWOSA Return to Campus Frequently Asked Questions

- ✓ We encourage you to stay informed, visit [Western's COVID-19 \(Coronavirus\) website](#) for all the latest updates

When are we expected to return to campus?

[During Step 3 of the Re-opening plan](#) we may see more staff returning to campus (on or around July 26, 2021). Leaders will be working with staff to arrange return to campus plans late July – early August.

Employee relations has confirmed as the campus community now prepares for a full return to in-person classes this fall, UWOSA members who have been working either partially or fully from home, will commence transitioning back to a full on-campus model beginning July 26, 2021 through the month of August.

UWOSA members can expect further dialogue with their Supervisor as to their specific timeline.

Do I have to return to campus?

It is within management rights (see Article 3 Reservation and Continuation of Management Functions) to require work location on campus.

I have a medical condition that will affect my ability to return to campus at this time, what should I do?

Employees that have a medical condition that impedes their ability to return to campus should be in contact with [Employee Well-Being](#) and discuss their situation with a Consultant who can coordinate accommodations.

Employees can discuss this matter with their supervisor, keeping in mind that no confidential medical information is required to be shared with a supervisor. However, the supervisor, employee, and Well-Being Consultant can engage in a dialogue on the best way to proceed.

I have children that will require care and cannot return to campus until school resumes in person in September, what should I do?

Employees can speak directly with their supervisor to determine options. For example:

- Flexible hours to accommodate obligations (Article 30 Reduced Responsibilities)
- Use of personal/flex days, use of vacation time (Article 20 Vacation)
- Use of no-pay leave (Article 23 Leave of Absence without Pay)
- Modification of work assignments or work assignments that are completed virtually

Do I have to disclose if I got the COVID-19 Vaccine, is the vaccine mandatory to return to campus?

UWOSA Members are encouraged to refrain from sharing with co-workers, supervisors, etc any personal medical information, such as whether or not you have received the COVID-19 Vaccine.

There is no obligation for you to provide this type of medical information to a colleague or supervisor.

Western is “encouraging” individuals to receive the COVID-19 Vaccine but to date the Employer has not made it mandatory for staff returning to campus.