

Members of the campus community,

Faculty and staff have been asking a number of questions related to the COVID-19 outbreak and actions they should be taking should they be displaying symptoms of COVID-19 and are ill.

Faculty and staff who are ill or showing symptoms of COVID-19 are advised to follow standard absence reporting procedures and stay home from work. Sick leave benefits in accordance with applicable collective agreements or out of scope provisions will apply. For CUPE 5791 operational, trades, facility, applied scientific and security employees without sick leave benefits, please contact your manager or supervisor regarding short-term disability benefits.

Faculty and staff will not be required to provide a medical certificate should they have symptoms of COVID-19 (novel coronavirus). Health authorities do not want the public to overburden the health system; however, there will be situations when people are advised to seek medical attention.

Should a faculty or staff member encounter a prolonged illness, the University retains the right to request medical evidence according to University policy and collective agreement provisions.

Anyone who is showing symptoms of COVID – 19 is encouraged to call Healthline 811 and follow Public Health guidelines. For more information please refer to the Saskatchewan Health website: <https://www.saskhealthauthority.ca> and/or the University of Regina's COVID-19 page <https://www.uregina.ca/hr/hsw/Coronavirus/index.html>

In the event that faculty and staff are required by Public Health to self-isolate, access to sick leave benefits in accordance with applicable collective agreements or out of scope provisions will be available.

Faculty and staff diagnosed with COVID -19 will be monitored by Saskatchewan Health Authority Public Health staff. Any return to work must be authorized by Public Health.

Several questions have arisen regarding working from home. The Emergency Operations Centre continues to monitor this situation closely. At this time operations continue as normal. If operations change and faculty and staff are required to work remotely, further messaging will be provided.

If faculty and staff feel their work is unusually dangerous, they are to contact their direct supervisor immediately. The supervisor is to contact health.safety@uregina.ca. Faculty and staff have the right to refuse work where they have reasonable grounds and believe they are being asked to perform work that is unusually dangerous. A review by the U of R Occupational Health and Safety Committee will be required. For further information please see Article 20 (CUPE 5791) and Section 3-31 The Saskatchewan Employment Act.

Human Resources will continue to provide regular updates as required.

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