



Dear Members,

Our Union understands the anxiety and fear you and your coworkers are having at these times. As workers it is important to understand your rights and responsibility.

Our Union is working in unprecedented times and I want you to know that we as workers, will do our part in fulfilling our responsibility, in having the University operating in a safe manner.

We are asking all members to be give the proper **Personal Protective Equipment (PPE)** to perform their task and **will** refuse any unsafe work being given to them, without the proper (PPE).

It is important for our members to know what the correct procedure is about refusing unsafe work.

As a worker in **Ontario** you have the legal right to **refuse unsafe work**, according to Section 43(3) of the Occupational Health and Safety Act, when you believe that any equipment, **workplace** condition or contravention of the OHS act is likely to endanger you or another person's health and safety.

Exercising the right to refuse:

An employee wishing to exercise the right to refuse dangerous work shall immediately report the dangerous situation to the employer. If more than one employee has made a report of a similar nature, those employees may designate one employee from among themselves to represent them during the workplace committee's or representative's investigation.

COVID-19 Pay Continuity

The University intends to keep employees – **staff appointed and casual** – ‘whole’ for the period of **March 14 – April 5**. Employees will be updated after this period if circumstances change.

Health and Safety is and should be the responsibility of everyone working at the University of Toronto.

This Union is committed in working with Management, to combat the spread of this COVID-19 crisis.

As always, if you have any concerns feel free to contact me. Be safe and take care of one another.

Respectfully,

A handwritten signature in black ink, appearing to read "Allan James", written in a cursive style.

Allan James
President CUPE 3261
703 Spadina Ave, 2nd Floor
Toronto, Ontario
M5S 2J4