



KFA's Occupational Health & Safety: Summer 2021 FAQ

There has been no evidence of Coronavirus transmission on any KPU campus. A big thank you for the employees who are so diligently following protocols in order to keep our campuses safe!

For more information on the Joint OH&S Committees, please visit the [OH&S site on SharePoint](#).

I have a health or safety concern about my specific workspace. How do I report it?

If you ever have a health and safety concern about your work area or the work you are performing, you should report it to your immediate supervisor. Most BCGEU members will know who their immediate supervisor, but for KFA members your immediate supervisor is your Dean, Director, or Associate Dean.

What if I have a workplace health or safety concern for the return-to-campus in the fall?

If you anticipate a workplace health and safety concern for the fall, please notify your immediate supervisor. Your immediate supervisor should follow-up with you about your concerns. If the issue remains unresolved, or you require further assistance or guidance you can contact your campus JOSH Committee representative, the Occupational Health and Safety Department, or your union to help you.

When you report a concern, we encourage you to explicitly include in your reporting: "Can you please follow-up with me about the response from the Joint OH&S Committee?" If you do not hear back, please reach out to your union to help you follow-up.

Where can I find more information about our current campus safety plans?

There is a page on SharePoint that houses all of KPU's internal policies, guidelines, and resources on the university's response to COVID-19. Please visit and bookmark the [COVID-19 SharePoint Site](#) and visit back regularly to make sure you are up-to-date on safety protocols. Information and Covid resources are also available on [KPU's main web page](#).

What should I do if I am diagnosed with COVID-19 while working on campus?

Employees diagnosed with COVID-19 need to stay home and notify their health authority immediately.

Employees working on campus must also notify Catherine Dube, Director of People Services. Please see [KPU's COVID-19 Cases Protocol](#) for specific details. This notification requirement is an extraordinary policy. The health status of KPU employees is private information that you would not normally be required to disclose to your employer. However, in this case health and safety outweigh privacy. The employer has indicated that this information will only be used to:

1. contact the employee to confirm they have reported their status to Fraser Health Authority.
2. trigger cleaning of any locations that have been visited by the sick employee.

Contact tracing is being conducted through the relevant health authority. Employers are not required to do any contact tracing, or to inform workers or others at the workplace that a worker has tested positive, unless they are explicitly advised to do so by public health. In fact, without explicit direction from the appropriate Health Authority doing so would be a violation of the employee's privacy.

If you have *not* been on campus, there is no requirement to report a positive COVID-19 diagnosis to the employer.

What should I do if I hear about a COVID-19 case in my work area?

Again, due to the extraordinary circumstances, you should [report any cases of COVID-19](#) that you hear about in your work area to the Director of People Services to trigger follow-up and cleaning protocols.

What are the Fall 2021 return-to-campus plans?

KPU is responsible for drafting their own return-to-campus plans based on directives from the Provincial Health Officer, WorkSafe BC requirements and *Go Forward Guidelines* for BC's Post-Secondary Sector. The [most recent guidelines](#) do not address the Fall 2021 return-to-campus for the sector, but KPU-specific guidelines will start to be developed as soon as those guidelines are available. We are expecting these guidelines to be released in June, however, a [primer is currently available](#) that communicates some of the high-level strategies and planning. Please note that with the uncertainty of how vaccinations and immunity will work out, even those plans could be subject to change.

Please visit the [COVID-19 SharePoint site](#) and the [KPU main web page](#) regularly for updates and new resources.

There have been a lot of news report on the relative importance of good ventilation and indoor air quality to reduce the spread of COVID-19. What is being done at KPU to address ventilation?

The people running Facilities Services (both employees and management) are reading the same news reports that we are, and they recognize the relative importance of good indoor air quality. Moreover, the science behind air quality is being used to help inform COVID-19 protocols. Facilities Services has taken the following actions to address this issue at KPU:

1. Engaged mechanical service contractor to review the operational performance of all air handling units (HVAC) to ensure peak performance and compliance to WorksafeBC and industry standards.
2. Increased air intake by 100% to maximize fresh air exchange within spaces.
3. Initiated use of MERV13 filters on all applicable air handling units which is the highest level of filtration possible.

You can find more information on KPU's Indoor Air Quality (IAQ) program, including KPU's IAQ Investigation Protocol on the [OH&S Indoor Air Quality site](#). If you have a specific concern about the ventilation in your area, please report this concern to your immediate supervisor to report your concern to Facilities Services and the OH&S Department.

What if I feel unsafe returning to campus in the Fall 2021?

There are a lot of unknowns for the next few months around the return-to-campus in the fall. First and foremost, it is important to note that the BC Government, KPU Administration and the trade unions (BCGEU and KFA) are all working to ensure the health and safety of our employees and students. Immunization rates, variants, number of confirmed cases, hospitalizations, transmission rates, – all of these variables and others are being monitored and considered as part of the decision-making process. **The bottom line for all potential scenarios is that we will not be returning to campus in the fall if it is not safe to do so.**

KPU's Joint OH&S Committees are currently drafting procedures on the *Right to Refuse Unsafe Work* that align with [WorkSafeBC's](#) regulation and *the Workers' Compensation Act of BC*. More details will be forthcoming, but for now please note the following:

1. As per the Workers' Compensation Act and *Article 20. Health & Safety* in the KFA-KPU [Collective Agreement](#) you have the right to refuse an unsafe work process.
 - Notify your immediate supervisor immediately.
 - We also strongly recommend that you notify your union.
2. Investigations will evaluate if KPU is meeting its health and safety obligations:
 - If the concern is legitimate, the hazard needs to be addressed immediately and without delay.
 - If the concern is ultimately assessed to be unfounded the employee is sent back to work.

Dr. Bonnie Henry's Post-Secondary Town Hall on May 10th, 2021

This is the meeting that was attended by a number of union leaders from the post-secondary sector, public health officials, as well as post-secondary administrators to discuss concerns about the return to campus planned for September. To watch the entire meeting [please visit this link](#).

*This information is current as of June 9, 2021.
We will prepare another FAQ prior to the fall semester to more directly address Fall 2021 Return-to-Work questions.*