

Vic USW COVID-19 Update #5 – April 1, 2020

The University's Self Declaration Form

The University agreed to make the changes to the self declaration form that the Union argued were necessary. The revised form is now in keeping with legislation and case law. It does not require the disclosure of a medical diagnosis and new wording has been added to the form that makes it clear that giving the University authority to receive information from Public Health about one's isolation status is optional.

We are waiting to receive Human Resources' response to the Union's positions that they need to destroy all copies of the original form that they received that disclosed a diagnosis and/or gave the University permission to receive a self-isolation status report from Public Health and that they need to have the employees who submitted those forms complete the revised form. We expect to receive the University's response soon.

Below is a link to the revised self declaration form.

<https://vicu.utoronto.ca/assets/PDFs/Vic-U-Self-Declaration-Form.2.pdf>

Clarification on the Duration of the Self-isolation Due to a Compromised Immune System Provision

Last week the Union contacted Human Resources about its concern that, because the University's self-isolation provision for employees with a compromised immune system was limited to fourteen days, members using the provision who are not able to work from home would have to return to work and risk contracting COVID-19 in order to be paid. Human Resources confirmed that, for the time being, employees in self-isolation due to a compromised immune system will continue to be paid their full wages past the first fourteen days of their self-isolation. They said that those employees need to fill out and submit a new self declaration form at the end of their first fourteen days in self-isolation. In addition to submitting a new self declaration form, members utilizing this self-isolation provision should notify in writing their manager that they need to continue to self-isolate.