

CUPE K-12



These have been very trying times with much uncertainty.

Yet you continue to show what it truly means to be a public service worker. It takes courage to continue to provide the services that keep the general public safe and secure during a pandemic. It also takes the support of your families during these challenging times.

As schools are bringing in more students, more classrooms will be used.

We will continue to push employers to provide PPE where necessary, and keep our members safe.

These times are scary and our physical safety is important. Also, our psychological well-being should not be set aside. We need to make sure all members are coping and taking care of themselves.

Please reach out if you are having difficulties or if you see someone who needs help.

Our members truly care about the students we serve. Thank you for all you do.

Your union is here to protect your safety.

In solidarity and safety,

Warren Williams
K-12 Presidents Council President

WCB: WORKERS' RESPONSIBILITIES

Know when not to come to work

Workers must not go to work if:

- Anyone with COVID-19-like symptoms such as a sore throat, fever, sneezing, or coughing must self-isolate at home for a minimum of 10 days from onset of symptoms, until their symptoms are completely resolved.
- Workers who have travelled internationally must remain away from the workplace for at least 14 days.
- They live in the same household as a confirmed or clinical COVID-19 case who is self-isolating.

Workers who have been exposed to anyone confirmed to have COVID-19, or to anyone with possible symptoms of COVID-19, should call HealthLink BC at **8•1•1** for an assessment and to determine any necessary next steps.

Take other preventative measures at work

If entering the workplace, workers should:

- Comply with the employer's instructions around minimizing exposure to COVID-19.
- Wash their hands frequently, and/or use hand sanitizer.
- Take steps to minimize exposure to COVID-19 while away from work.

Right to refuse work

Workers in B.C. have the right to refuse work if they believe it presents an undue hazard.

An undue hazard is an "unwarranted, inappropriate, excessive, or disproportionate" risk, above and beyond the potential exposure a general member of the public would face through regular, day-to-day activity.

In these circumstances, the worker should follow steps within their workplace to resolve the issue. The worker would begin by reporting the undue hazard to their employer for investigation and the employers would then need to consider the refusal on a case-by-case basis, depending on the situation.

If the matter is not resolved, the worker and the supervisor or employer must contact WorkSafeBC. A prevention officer will then investigate and take steps to find a workable solution.

Contact your union or joint health and safety committee member if you need support during this process.