



Canadian Association of University Teachers  
Association canadienne des professeures et professeurs d'université

## MEMORANDUM OF AGREEMENT

BETWEEN:

**[NAME OF ACADEMIC ASSOCIATION]**

and

**[NAME OF INSTITUTION EMPLOYER]**

### **COVID-19 Vaccination Requirements**

WHEREAS the parties agree that vaccination requirements for [name of institution] staff, contractors and students against COVID-19, if implemented reasonably and fairly, should be a part of a comprehensive plan to ensure a safe return to campus.

[Or

Whereas the employer has instituted COVID-19 vaccine requirements for all staff, contractors and students.]

THE PARTIES HEREBY AGREE THAT

1. Except as indicated below, members of the [name of institution] community including staff, contractors and students will be required to be fully vaccinated against COVID-19 and provide a sworn attestation of vaccination in order to attend campus.<sup>1</sup>
2. For those [academic staff association] Members unable to be vaccinated for reasons covered by the [provincial human rights act] or who otherwise choose not to be vaccinated, exemptions from vaccination will be made on the following basis, at the Member's choice:
  - a. To be on [name of institution] campus, those without proof of vaccination must be tested twice per week. COVID-19 testing will be conducted in accordance with Appendix A; or

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1. Some institutions are requiring proof of vaccination be provided.

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b. Unvaccinated members will be permitted to deliver their courses, meet with students and otherwise fulfil their employment obligations remotely. The parties agree that this may require a workload alteration.

3. [Name of institution] agrees to protect the privacy of all members in accordance with provincial privacy legislation and collective agreement provisions and agrees to develop a policy for how information will be gathered, stored and shared, and finally destroyed, consistent with these legal requirements. [Academic Staff Association] will be fully and meaningfully consulted in the development and implementation of the privacy policy covering COVID-19 vaccination and testing.
4. [Name of Institution] agrees that vaccination requirements will not replace other measures necessary to reduce the risk of transmission of COVID-19, including but not limited to, physical distancing, testing, disinfecting protocols, proper ventilation, masks and personal protective equipment.
5. The Administration agrees to continue to work with local Health Services to ensure access to vaccines.

The entirety of the policy governing vaccinations will be subject to review no later than one month prior to the beginning of the next academic semester.

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\_\_\_\_\_, for  
[name of academic association]

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\_\_\_\_\_, for  
[name of institution]

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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## **Appendix A**

### **Minimum requirements for COVID-19 Testing on [Name of Institution] Campus**

1. Testing will be via a government approved rapid antigen test using the least invasive technique;
2. Individuals being tested will be physically distanced from others during the testing (aside from the healthcare professional administering the test);
3. COVID-19 testing will be conducted by a health care professional trained in the rapid antigen test being used;
4. Healthcare professionals administering the testing will sanitize before and after each test. [Name of institution] will ensure a deep cleaning of the test site(s) is conducted at regular intervals throughout the day. All biohazardous waste from the test site will be disposed of through a registered hazardous waste removal process;
5. No personal health card information will be taken or stored during the testing;
6. Individuals undergoing testing must provide their name, phone number, and email address for the purpose of notification in case of a positive result. The information collected will only be disclosed to and used by the local public health unit and [institution name] human resources personnel to communicate results to individuals that have received testing;
7. Members may refuse testing, but anyone who refuses testing and who is not vaccinated will be denied access to campus;
8. Swabbing will be conducted in a manner such that it cannot be observed by anyone other than the healthcare professional administering the test;
9. Testing results will read and recorded by healthcare professionals such that they cannot be observed by anyone other than the healthcare professional administering the test;
10. The sample collected will be used to test for COVID-19 and no other purpose, and then disposed of in front of the member;
11. If the rapid test is negative, the member may stay on campus. If the rapid test is positive, this is considered a preliminary (or presumptive) positive, as opposed to a diagnosis; and
12. A positive rapid test will result in the following:
  - a. The testing team will communicate the results to the member, as well as [name of university designated person];
  - b. The [name of university designated person] will notify the local public health office and begin contact tracing;
  - c. Any staff, contractors or students who have been in close contact with the COVID-positive member will be required to self-isolate;
  - d. The individual who has tested positive must receive a follow-up, confirmatory, lab-based polymerase chain reaction ("PCR") test;
  - e. The individual is required to attend a COVID-19 Assessment Centre within 24 hours to get tested; and

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- f. The individual is prohibited from accessing campus pending the outcome of the PCR test. They must advise [name of university designated person] of the result and self-isolate until results of the PCR lab test are available.