

**JOINT COMMITTEE AGREEMENT**

**BETWEEN**

**THE ST. JEROME'S ACADEMIC STAFF ASSOCIATION ("SJU ASA")**

**AND**

**THE ST. JEROME'S UNIVERSITY BOARD OF GOVERNORS ("The Employer")**

**Accommodations for Academic Staff regarding Return to In-person Instruction and Librarian Duties**

Whereas the Employer is obligated under human rights legislation and labour law to accommodate Members who are at increased risk of infection from COVID-19 through alternative work arrangements (i.e., remote teaching), and;

Whereas an accommodation program for said Members is in place through Occupational Health (OH) and the University of Waterloo (the "OH Program"), and;

Whereas Members who do not qualify for accommodation through the OH Program may nevertheless have safety concerns around in-person teaching or librarian duties during the current COVID-19 pandemic that should be considered on compassionate grounds consistent with the mission of a Catholic university, therefore;

The Parties agree that Members who have concerns about moving to in-person teaching at this time, but who do not qualify for accommodation through the OH Program, may request to carry out their work duties remotely, and;

That such requests will be made directly to the Vice President Academic and Dean (VPAD) or through Department Chairs who will then consult with the VPAD, and;

The decision regarding the request is solely at the discretion of the VPAD. The decision will be made with reasonable consideration of the member's specific circumstances and the needs of the program.

This LOU applies to the Winter 2022, Spring 2022, and Fall 2023 terms and will be revisited by Joint Committee should the pandemic remain ongoing.

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On behalf of the Employer

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On behalf of the SJU ASA

February 9, 2022