



September 13, 2021

Dear Members,

As the Fall semester begins and we face continuing threats from the pandemic, we feel it is imperative that the University does everything necessary to provide a safe work environment for employees.

The University has decided that employees are minimally required to be on campus approximately 30% of the time, unless otherwise determined by their supervisor in order to provide adequate services. In some instances, employees have been mandated back full time.

McGill has also taken the position that it cannot legally impose a vaccination mandate requiring people to be vaccinated. That position is at odds with the one taken by members of the Faculty of Law and by the McGill Association of University Teachers (MAUT), who have stated that there is no legal impediment to making vaccination compulsory.

Clearly, the legalities of the situation are a matter of opinion. To our knowledge, to date, no tribunal has yet ruled on the question. However, it is our firm opinion that members of the University community, whether staff or students, should be vaccinated, respect social distancing and wear masks whenever necessary. As members of this community and as individuals, it is our responsibility to ensure our environment is safe.

We understand that some persons are entitled to refuse vaccination for reasons covered by Human Rights legislation, but this represents a small minority.

It is the University's legal obligation to protect employees. We call upon McGill to ensure that the strictest rules possible be applied and respected to protect the health of all.

If you become aware of a situation where you feel that your safety and rights, or those of others, may be jeopardized, please inform MUNASA and we will intervene with the administration to address the situation. We can be reached at info@munasa.com.

We also strongly urge all managers to take the necessary precautions as recommended by the Quebec and Canadian health authorities.

The MUNASA Executive