
SA Information / Updates for Members

Message from Staff Association's Chairperson

*Like many of you, I read and hear daily information around the pandemic. The closure of non-essential businesses and public facilities, like parks and playgrounds, reminds us of the seriousness of this situation. Being repeatedly urged to stay home except for **essential** outings and hearing the Prime Minister and public health authorities remind us to limit our movements and to “continue to work from home” all make me wonder, like a lot of you, about what is or should be expected when it comes to working from schools or other worksites.*

I have heard from many of you who ask me if you should be going into schools. We have repeatedly asked HR and the Chief Superintendent about what the priority is with respect to employees in schools. We are told that guidelines are coming, but in the meantime, our members continue to be faced with often difficult decisions. We acknowledge that there could be critical tasks that may require attendance at school, for short periods of time, but feel that the default should be that people stay home. The exceptions are a principal (or designate), an administrative secretary or an SIS administrator and custodial staff. Since school buildings are still open, these roles are critical.

Have conversations with your supervisor and call us if you have questions.

From the CBE Insite page:

Please review the three basic rights afforded to all employees in Alberta. This includes the right to refuse work. Please pay specific attention to the information, procedures and criteria that surround this right.

Three rights afforded to all workers in Alberta include:

- 1. The Right to Know**

Being provided knowledge about the hazards that you might be exposed to in your workplace is your right. Refer to your [PHA - Position Hazard Assessment](#).

- 2. The Right to Participate**

Participation into all aspects of your workplace, relative to Health and Safety, is key. All workers have a voice through the [Joint Worksite Health and Safety Committee](#).

- 3. The Right to Refuse**

The right to refuse work is a right that all workers have if they believe on reasonable grounds, that there is an unsafe condition at the work site or that the work itself compromises their health and safety or to the health and safety of another worker or another person. Once an employee has refused to perform work that they perceive as unsafe, they are required to notify their supervisor immediately in hopes of having the situation rectified without delay. Should a reasonable resolution not be achievable or mutually agreed upon, the employee is required to continue to refuse the work and formally report a Work Refusal immediately via [PSW - Refusing Unsafe Work](#).

You will continue to receive updates from us via the FYI and our website.

Please also note, that even though Staff Association staff members are working from home, we do receive all your phone voicemail messages and are able to respond promptly to your calls. Please do not hesitate to reach out if you have any concerns or questions.

Rae-Ann Royal , Chairperson	403.242.7555 ext. 1	chair@staffassociation.ca
Mark Johnson , Manager	403.242.7555 ext. 2	mrjohnson@staffassociation.ca
Loren Keister , Manager	403.242.7555 ext. 4	loren@staffassociation.ca
Dawn Scott , Administrative Secretary	403.242.7555 ext. 0	dawn@staffassociation.ca
Sue Wenaas , Staff Development Fund Administrator & Convention Coordinator	403.242.7555 ext. 3	sue@staffassociation.ca

On behalf of the SA Board of Directors and Office Staff,

Rae-Ann Royal