

Memorandum 21:46

Date: August 23, 2021

To: Presidents and Administrative Officers
Local, Federated and Provincial Associations

From: David Robinson, Executive Director

Re: **COVID-19 Vaccination Requirements Memorandum of Agreement Template**

An increasing number of post-secondary institutions have announced they will be implementing mandatory vaccination policies for staff and students.

These policies, as CAUT noted in a recent public [statement](#), can be an important tool to ensure a safe return to campus if they are enacted fairly, reasonably and in consistence with the collective agreement. CAUT has prepared a draft [Memorandum of Agreement \(MOA\)](#) to assist academic staff associations with negotiating with their administrations about mandatory vaccination policies.

It is important that any mandatory vaccination policy provide for the following:

- ensure accommodation will be provided for those with human rights exemptions;
- protect members who choose not to vaccinate by allowing them to teach/work remotely where operational considerations would make it possible or look at other measures such as less medically invasive regular testing. That would be in addition to the legal duty to accommodate those members with a human rights-based exemption;
- ensure that mandatory vaccination does NOT replace other health and safety measures;
- ensure that privacy protections are paramount (noting how information is gathered, stored and shared); and
- provide for a policy review before the next semester.

CAUT is tracking mandatory vaccination statements and other return-to-campus information from our member institutions in a [member-accessible database](#). A [summary](#) of the data collected is updated regularly.

CAUT's collective bargaining officers are available to answer your questions about the safe return to campus this Fall.