



Colleen Russell-Rawlins
Director of Education
Toronto District School Board
5050 Yonge Street
Toronto ON M2N 7H1

SENT VIA E-MAIL

Dear Colleen Russell-Rawlins,

On Thursday September 2, 2021, the Toronto District School Board announced a policy requiring employees to disclose their COVID-19 vaccine status using an online survey "as soon as possible and no later than September 7, 2021". There was no consultation with Unions and Federations representing employees, and a complete absence of critical details about how this information will be used and stored, who will have access to it, and how long it will be kept. The online tool requires employees to complete a multiple-choice survey that does not include all relevant answers, including "I choose not to disclose" and "I have not yet decided".

No information has been provided about what will happen to employees who do not complete the survey.

The policy was imposed literally on the eve of a long weekend and requires full compliance by the end of that weekend. The School Board has had months to prepare for the return to school, did nothing, and now expects its employees to respond instantly when it acted unilaterally and irresponsibly at this late date.

The extremely short time limit for compliance, combined with the absence of notice or essential information makes this policy unreasonable and unenforceable. The absence of information about the use of the information collected and the consequences for noncompliance, and the failure to provide reasonable notice render this rule contrary to our collective agreements, and Toronto Education Workers/Local 4400 will take all necessary steps to protect its members' rights.

Before taking any further steps in the implementation of this policy, we require that the School Board provide essential information, notice, and consultation. Further, in the September 2, 2021, announcement of the policy, the School Board purported to rely on a Ministry of Education "requirement" that this unreasonable policy be imposed without any consideration of the requirements of Collective Agreements. We are not aware of any regulation enacted by Order in Council, or any order of the Chief Medical Officer, which prescribes what the School Board has done. Please provide the regulatory basis for the stated "requirement".

If you wish to discuss this in greater detail, please do not hesitate to contact me at 416-902-9266.

Looking forward to hearing from you,

Regards,

John Weatherup
President

c: TDSB Trustees