Seeking work accommodations due to COVID-19

Engage the union: Talk to us!

File a grievance

- Violation of recognition clause — failure to bargain in good faith.
- Violation of "other laws" language (such as paragraph 13 of EO 20-82).

Unfair labor practice

- Failure to bargain in good faith.

Organizing

- Staff surveys.
- Attending school board meetings en masse.
- Visual displays of solidarity.

Messaging

- If it's a districtwide issue, work with Education Minnesota organizers to get public support.
- Speak at school board meetings, organize letter-writing campaign, use social media.

Invoke the ADA

Initiate the ADA's interactive process, which, at its heart, is a negotiation. We have to ask members and districts if there are any alternatives, like lower contact positions, additional PPE, restricted areas and social distancing that the district could provide to help a member feel safe.

MDHR/EEOC complaint

- Depending on the circumstances, the failure to accommodate a disability may violate the Minnesota Human Rights Act and the ADA.
- Workers can report discrimination to the Minnesota Department of Human Rights.

www.educationminnesota.org

Education Minnesota is an affiliate of the American Federation of Teachers, the National Education Association and AFL-CIO. 1622

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