# School Building Reopening and Educator Rights

## Personal concerns

### I have an underlying health condition that puts me at greater risk for infection, serious illness or death if I contract COVID-19.

- You may be entitled to work from home as a reasonable accommodation under the ADA or MN Human Rights Act, which will depend on the nature of your work and other factors.

### Someone in my household has a health condition that puts them at greater risk for infection or serious illness/death if they contract COVID-19.

- Seek a doctor's note or medical documentation of your condition(s).

### I don't have child care because my child's daycare or school is completely or partially closed due to COVID-19.

- Expanded unemployment benefits pursuant to Executive Order 20-05. Seek counsel from Education Minnesota before resigning your employment.

## Workplace concerns

### If you are sick with COVID-19 or COVID-19 symptoms, you will likely be eligible for paid leave in accordance with your contract, as well as up to 10 days (80 hours) of paid leave under the Families First Coronavirus Response Act (FFCRA).

- Seek local or Education Minnesota support in requesting work from home or other accommodations.

## Workplace concerns

### The number of positive COVID-19 cases in my community is too high, but my school district or building is still going forward with in-person or hybrid instruction.

- Work with your local to decide on a strategy for influencing the building or district’s decision-making. Discussions with principals and/or superintendent should be the first step.

### My district or building is not following MN Dept. of Health requirements or recommendations.

- Document and attempt to discuss concern with building administrator or COVID coordinator and seek clarity on what the building or district policy is, copy local president.

### If no change, request support from local or Education Minnesota field staff. Possible options:

- Organizing by the local to address concern, including engaging school board and/or parents.
- Report violations of safety requirements that employer refused to address to Minnesota OSHA: osha.compliance@state.mn.us.
- Demand to bargain over safety concerns; unfair labor practice for refusal to bargain by district.
- Refuse to report to a building or worksite if situation poses a serious threat of infection.
- Education Minnesota will provide representation to members and locals in accordance with our legal services policy, but success in a disciplinary proceeding will depend on facts of each case.