



ETFO CENTRAL BARGAINING BULLETIN

December 6, 2019 | Bulletin Number 13

STRIKE PROTOCOL WORK-TO-RULE – PHASE 2

In addition to the Phase 1 Work-to-Rule Strike Protocol,

Effective Tuesday, December 10, 2019, ETFO members will:

- NOT** participate in any performance appraisal or evaluation process, unless the member has received a previous unsatisfactory report or is 'under review';
- NOT** post success criteria (e.g., anchor charts, learning goals, etc.) in the classroom if directed to do so by an administrator or supervisor;
- NOT** prepare a bulletin board or school display if requested to do so by an administrator or supervisor;
- NOT** plan any new field trips scheduled to occur before June 30, 2020;
- NOT** register for any future Additional Qualification course(s) offered by a school board;
- NOT** serve as 'Teacher in Charge';
- NOT** perform any duties that are normally performed by a school administrator or direct supervisor;
- NOT** complete system-level board reports requested by an administrator or supervisor;
- NOT** complete board finance-related documentation (including grant applications) requested by an administrator or supervisor;
- NOT** undertake the role of divisional chair/team lead;
- NOT** attend meetings unless they are scheduled during the instructional day AND release time is provided by an occasional teacher, occasional DECE or an occasional education worker;

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- NOT** collect monies or participate in the electronic collection of monies for school-based activities except those for charitable causes;
- NOT** purchase supplies on a member's own time if requested to do so by an administrator or supervisor;
- NOT** distribute any memos/letters from a school and/or school board;
- NOT** distribute any material related to the legal strike action of another bargaining unit; and
- NOT** participate in any new employee attendance or absence reporting processes, including the submission of medical certificates initiated because of a full-withdrawal strike action by another union/bargaining unit.

Members are strongly encouraged to participate in at least one ETFO Solidarity Activity each week. Examples of ETFO Solidarity Activities include:

- ✓ **Conduct an information picket or leafleting session outside your school before or after the instructional day.** Check the "Get Tools and Resources" section on ETFO's Building Better Schools website (buildingbetterschools.ca) for flyers and fact sheets.
- ✓ **Tell your story.** Go to the *Tell the Minister* section of the ETFO Collective Bargaining website (etfocb.ca). Share your thoughts about cuts to public education, the current bargaining situation, an ETFO bargaining goal that's important to you, your working conditions, etc.
- ✓ **Take to Twitter about bargaining and education issues.** Post under the hashtag #ETFOstrong. Tag the Minister of Education, Stephen Lecce (@Sflecce), Premier Doug Ford (@fordnation) and/or your MPP.
- ✓ **Post a photo of you and your colleagues on Facebook, Twitter and/or Instagram** holding an #ETFOstrong, *I Support ETFO Because* or *Tell the Minister* sign. Ask your Steward for a sign, or check the "Resources" section on the ETFO Collective Bargaining website (etfocb.ca) for downloadable signs.
- ✓ **Wear an ETFO Class Size Matters or Cuts Hurt Kids button.** Contact your ETFO local office if you and your colleagues need more buttons.
- ✓ **Wear red on Fridays** (or Thursdays, depending on local practices) in support of public education.
- ✓ **Arrange a treat day or pot luck** where you can connect with colleagues, get information and share stories.
- ✓ **Use the ETFO Solidarity Email Signature.** The *ETFO Solidarity Email Signature* will be sent to members via the *Collective Bargaining eNewsletter* during the week of December 9, 2019.



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FREQUENTLY ASKED QUESTIONS ABOUT PHASE 2 WORK-TO-RULE STRIKE PROTOCOL

EVALUATION PROCESSES

What types of evaluation processes are struck under the Phase 2 Work-to-Rule (WTR) Strike Protocol?

Evaluation processes that are struck under the Phase 2 WTR Strike Protocol include: the Teacher Performance Appraisal Process, occasional teacher/long-term occasional (LTO) teacher evaluation processes, the DECE Performance Appraisal Process and any other evaluation process for teachers, occasional teachers and education workers.

I am in an LTO teaching position and I am in the process of being evaluated. Is the LTO evaluation process considered struck work for me?

Yes, it is struck work under the Phase 2 WTR Strike Protocol.

An occasional teacher in an LTO who has completed an assignment of four months or longer and does not have an LTO evaluation, but who meets the other criteria set out in Regulation 274, should not be denied the opportunity to apply to permanent positions. Members who believe they have been denied the opportunity to interview for a permanent position because they do not have an evaluation should contact their ETFO local office.

Is NTIP considered to be struck work under the Phase 2 WTR Strike Protocol?

New members and mentors should continue to participate in the NTIP program.

Members who are on a school board's NTIP Steering Committee would not be able to participate in Steering Committee meetings because attending committee meetings is struck work.

PURCHASING SUPPLIES AND MATERIALS

If I choose, can I purchase supplies and materials to use in my classroom on my own time?

Yes, members may purchase supplies and materials for use in their classrooms, if they choose. However, a request or direction from an administrator/supervisor to purchase supplies and materials for a school-based initiative would be considered struck work.

MEETINGS

Can I attend meetings with parents outside of the instructional day during the Phase 2 WTR Strike Protocol?

Yes, members can attend meetings, as they normally would, both during and outside of the instructional day during the Phase 2 WTR Strike Protocol.

I have been requested to attend an IPRC meeting that takes place outside of the instructional day. Should I attend now that Phase 2 WTR Strike Protocol states that meetings must take place during the instructional day with release time provided?

No, you should not attend. During the Phase 2 WTR Strike Protocol, all meetings must take place during the instructional day, with release time provided. This includes special education meetings such as IPRC meetings.

Are members allowed to attend School Council meetings as a staff representative under the Phase 2 Work-to-Rule Strike Protocol?

No, members may not attend School Council meetings as a staff representative because they take place outside of the instructional day.

ADDITIONAL QUALIFICATION (AQ) COURSES

I am currently taking an AQ course through my school board. Do I have to withdraw from the course?

No. Members who are currently enrolled in an AQ course offered through a school board may continue to complete the course. Members may not register for AQ courses offered by school boards as of December 10, 2019.

SCHOOL WEBSITES

My administrator has asked me to upload a copy of their monthly report to parents onto the school's website. Am I able to do that during the Phase 2 WTR Strike Protocol?

Members may continue to update school websites, however they may not upload any memos or communication from the principal or school board to the website. Uploading the school's monthly report to parents is considered struck work.

FIELD TRIPS

The Phase 2 WTR Strike Protocol states that members cannot plan any new field trips that occur before June 30, 2020. Can I take my students on field trips that were already planned?

Yes, during the Phase 2 WTR Strike Protocol, members can take students on field trips that were planned prior to December 10, 2019.

BULLETIN BOARDS AND SUCCESS CRITERIA

Phase 2 states that members are not to post success criteria if directed to do so by an administrator/supervisor. Am I allowed to post anchor charts that I use with my students?

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Yes, members can choose to post the anchor charts that they deem necessary to support student learning. Members do not have to post anchor charts for every lesson or every day as requested or directed by their administrator or school board.

Do I have to take down the bulletin board displays in my classroom as part of our strike action?

No, the Phase 2 WTR Strike Protocol applies only to those displays that ETFO members create at the request or the direction of a principal/supervisor (e.g., monthly displays in school hallways, etc.).

MEMBERS' ATTENDANCE AT WORK DURING ETFO JOB ACTION OR JOB ACTION BY ANOTHER UNION

During the OSSTF province-wide, one-day strike on December 4, my principal asked ETFO members on staff to come to the office and sign in when they reported to work. This is the first time we have had to sign in when we arrive at work. Should ETFO members comply with this new direction if asked to do so in the future?

Under the Phase 2 WTR Strike Protocol, as of December 10, 2019, your employer cannot require you to participate in a different or an enhanced attendance reporting process. ETFO members are to report to work as they normally have during the school year.

If you are asked by an administrator/supervisor to participate in an attendance process that deviates from normal practices around reporting to work because another union is on strike, contact your ETFO local as soon as possible.

I was ill on the same day as the OSSTF province-wide, one-day strike. I advised my principal/supervisor that I would be absent that day according to our usual absence reporting procedures. My principal/supervisor told me that ETFO members must now provide a medical note to justify their absences on days when strike action occurs. Should I comply with these types of requests in the future?

Under the Phase 2 WTR Strike Protocol, as of December 10, 2019, your employer cannot require you to participate in a different or an enhanced absence reporting process, or ask you to submit a medical certificate during strike action by another union. ETFO members are to report their absences as they normally have in the past.

If you are asked by administrator/supervisor to report or justify your absences from work in a way that deviates from how you would normally report such absences, contact your ETFO local as soon as possible.

QUESTIONS ABOUT WORK-TO-RULE STRIKE PROTOCOLS

I have a question about WTR that's not covered in this bulletin. What do I do?

- If you are a **Teacher member** who has a WTR question, ask your School Steward;
- If you are an **Occasional Teacher member** who has a WTR question, call your ETFO local;
- If you are a **School Steward** who has a WTR question, or are unsure about how to answer a colleague's WTR question, contact your ETFO local office.

Where can I find an online copy of the Phase 2 WTR Strike Protocol and Phase 2 FAQs?

The Phase 2 Strike Protocol and FAQs will be posted on ETFO's Collective Bargaining website (etfocb.ca) on December 9, 2019, in the sections called "Phase 2 WTR Protocol" and "Phase 2 WTR FAQs."