



Elementary Teachers' Federation of Ontario
Fédération des enseignantes et des enseignants
de l'élémentaire de l'Ontario

136 ISABELLA STREET, TORONTO, ONTARIO M4Y 1P6
TELEPHONE: 416-962-3836 TOLL FREE: 1-888-838-3836
FAX: 416-642-2424 WEBSITE: www.etfo.ca

September 8, 2015



Paul Elliott
President
Ontario Secondary School Teachers' Federation
60 Mobile Drive
Toronto, ON M4A 2P3

Dear Paul Elliott:

Re: ETFO Teacher and Occasional Teacher Strike Sanctions Update

This is to inform you that the Elementary Teachers' Federation of Ontario Teacher and Occasional Teacher Bargaining Units has updated its legal strike position in all district school boards, school authorities, and provincial schools as of September 8, 2015. Attached as Appendix A is the updated ETFO strike protocol for all teacher and occasional teacher members to inform them of the content of the work to rule strike sanctions that will commence on September 8, 2015. This action will continue in effect until the labour dispute is satisfactorily resolved or ETFO's Provincial Executive deems that further actions are required.

We are requesting that you inform your members not to take on the struck work of teacher and occasional teacher bargaining units until ETFO advises you that the labour dispute is resolved.

We thank you for your solidarity.

Yours sincerely,


Sam Hammond
President


Victoria Réaume
General Secretary

SH:VER:CL:JB
Attachment



ELEMENTARY TEACHERS' FEDERATION OF ONTARIO

STRIKE PROTOCOL: WORK-TO-RULE

Effective the first working day of the 2015-16 school year, Teachers and Occasional Teachers will:

- NOT** act as Teacher Designate or Teacher-in-Charge at any time;
- NOT** engage in any electronic communication with the principal or vice-principal outside of the instructional day except in situations that involve a safety concern. (**NOTE:** This does not include communicating with the principal or vice-principal regarding an absence, e-mailing of day plans, if required, or any communication to accept or decline occasional teaching assignments);
- NOT** collect or distribute to students any paperwork required by the school or board;
- NOT** collect monies;
- NOT** perform or participate in any activities/meetings/training related to Board Improvement Plan for Student Achievement (BIPSA) and School Improvement Plan for Student Achievement (SIPSA);
- NOT** participate in board professional development (other than mandatory first aid training, Sabrina's Law and WHMIS);
- NOT** participate in board committees (other than Health and Safety, staffing committees, and School Council meetings), writing teams or curriculum resource development;
- NOT** complete the Teacher's Annual Learning Plan (ALP) unless it is the teacher's appraisal year;
- NOT** attend open houses or "Meet the Teacher" nights outside the instructional day (these may occur during the instructional day);
- NOT** plan, organize or participate in fundraising activities; and
- NOT** plan, organize or participate in any field trips. Members may continue to take part in life skills activities involving special needs students.

Phase 1 Update and **Phase 1** work-to-rule strike action continues and is included below:

STRIKE PROTOCOL: WORK-TO-RULE – PHASE 1 UPDATE

Effective June 1, 2015, Teachers and Occasional Teachers will:

- NOT** complete any paperwork/application/proposal to the Ministry for special grants or funding. (NOTE: This does not include funding for special needs students, e.g., Special Incidence Portion (SIP), Special Equipment Amount (SEA) claims);
- NOT** participate in the preparation or completion of Grade 8 to Grade 9 Transition Reports;
- NOT** participate in any grade to grade transition meetings (e.g., SK to Grade 1, Grade 5 to Grade 6, Grade 6 to Grade 7, Grade 8 to Grade 9, etc.)
- NOT** complete end of year OSR activities including filing, sorting and completion of French Cards;
- NOT** participate in any in-school meetings or professional learning activities on the end of the year PA Day. Instead, teachers and OTs **WILL** use this time for their own self-directed activities within the classroom/school;
- NOT** participate in any in-school meetings or professional learning activities on the start of the year PA day. Instead, teachers and OTs **WILL** use this time for their own self-directed activities within the classroom/school;
- NOT** book any field trips for the 2015-16 instructional year.

MINISTRY AND PROVINCIAL INITIATIVES: UPDATE

Effective June 1, 2015, Teachers and Occasional Teachers will:

- NOT** attend meetings/workshops/training sessions or undertake tasks related to the following Ministry of Education activities or other provincial initiatives (updates to the list are bolded):
 - Annual Learning Plan (ALP) Projects;
 - **Applied Behavioural Analysis (ABA)**;
 - Board Improvement Plan for Student Achievement (BIPSA);
 - **Council of Directors of Education (CODE) and Public Council of Directors of Education (PCODE) Initiatives**;
 - Creating Pathways, All About Me Portfolio, Individual Pathways Plan;
 - **Curriculum training for new and revised curriculum policy documents**;
 - District Reviews;

NOT act as Teacher Designate or Teacher-in-Charge unless receiving an annual allowance or annual stipend under the collective agreement for this assignment;

NOT participate in Ministry meetings/activities of any kind before, during or after the instructional day;

NOT meet with Student Work Study Teachers (SWST);

NOT conduct any reading, writing or mathematics assessments other than those that the teacher deems necessary to report on student progress;

NOT input or submit any student assessment data (i.e., for MISA/OnSIS) for any purpose other than their own personal student assessment;

NOT participate in any professional development workshops/activities/discussion forums/webinar sessions on Ministry Initiatives; and

NOT attend meetings or undertake tasks related to the following Ministry of Education activities:

- Annual Learning Plan (ALP) Projects;
- Board Improvement Plan for Student Achievement (BIPSA);
- Creating Pathways, All About Me Portfolio, Individual Pathways Plan;
- District Reviews;
- Early Years Collaborative Inquiry;
- Experiential Learning Pilot Projects;
- Learning for All Regional Projects;
- Math Initiatives (Collaborative Inquiry for Learning Mathematics (CIL-M), Small and Northern Boards Math Initiative, Middle Years Collaborative Inquiry (MYCI), Math for Young Children, etc.);
- Ontario First Nation, Métis and Inuit (FNMI) Education Policy Framework Initiatives;
- Ontario Focused Intervention Partnership (OFIP) Activities;
- Professional Learning Communities (PLCs);
- Regional MISA Professional Network Centres (PNCs);
- School Improvement Plan for Student Achievement (SIPSA) or School Improvement Plan (SIP);
- School Support Initiative/Student Support School Success Initiative (SSSI);
- Steps to English Proficiency (STEP);
- System Implementation and Monitoring (SIM);
- Teacher Learning and Leadership Program (TLLP);
- Teacher-Learning Critical Pathways (TLCP); and
- 21st Century Learning Projects.