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September 4, 2015

Paul Elliott, President OSSTF
60 Mobile Drive
Toronto, ON
M4A 2P3

Paul.elliott@osstf.ca

Dear Paul:

Let me start thanking you, and all the members of OSSTF, for the ongoing solidarity and support for CUPE Ontario's 55,000 education members, as we've worked our way through this long and complicated new bargaining process.

Our education local leaders met last Saturday, August 29th and endorsed a province-wide plan for job action. I'm writing to provide you some details of that plan and to ask that you communicate to your members some concrete requests for support.

CUPE has filed centrally for a no-board report, and this has been issued with a legal strike or lockout date of September 10th. Yesterday, we served our five day notice that we will commence job action on September 10th.

Our plan will begin with a province-wide work to rule campaign, moving on to rotating strikes and then a province-wide strike, if meaningful bargaining with our members is not taking place.

Please find attached the outline of the actions we are taking as the first part of our work to rule campaign.

I am writing to ask that you communicate to your members, who work alongside ours, the need to stand in solidarity by not performing the work of CUPE members and by respecting our work to rule actions.

As we move through our work to rule actions, we understand this may affect your members in terms of the "way things have always worked" in their specific school and know we can rely on their continuing solidarity. We will make sure to provide you with up to date information, prior to any escalation, so you can keep members up to date.

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CUPE Ontario remains committed to working together, with all education sector unions, in these critical times. I am proud of the strong, on the ground connections both our unions' local leadership have made with each other, and have no doubt they have already had conversations about planning local solidarity actions.

Please know my office will ensure you receive up to date information throughout any required CUPE job action escalations and I invite you to contact me either on my cell or through my office at 905-739-9739 with any questions.

I know each education union affiliate will communicate, through their own processes, with their members about the need for solidarity with CUPE during these times.

I will end as I began – thanking you for your personal support and the solidarity of the members of your union. Together we are making education in our schools stronger and Ontario better.

In solidarity,



Fred Hahn
President of CUPE Ontario

c.c. Terri Preston, OSBCC Chair

Cope 343

CUPE EDUCATION WORKERS

MAKING SCHOOLS WORK



WORK-TO-RULE INSTRUCTIONS EFFECTIVE SEPTEMBER 10, 2015

All Classifications Phase 1

1. Follow the terms and conditions of your Collective Agreement
2. Working only hours of work. Do not come in early or stay late. Don't take work home
3. Take all breaks and lunch
4. No volunteering –or other non-paid actives
5. Take overtime in the form of money and not lieu time
6. Don't take calls or answer email from your supervisor or manager at home
7. Don't allow volunteers to do our work
8. Do not attend unpaid meetings
9. Work at a safe pace
10. Do one task at a time (no multi-tasking)
11. Don't do the work of other union members
12. Do not call your own supply (replacement) when absent
13. Wear pink or another visible show of solidarity on bargaining days (10th, 11th, 15th, 16th, and 17th, of September) and display work-to-rule materials
14. Under Health and Safety and the right to know send an email to the Principal asking if any of the children with whom you are working have a record of violent behaviour in their OSR. If yes, ask to see the student safety plan.

DM/jb/cope491

CUPE / Canadian Union
of Public Employees

OSBCC • CCGSO
Ontario School Board Co-ordinating Committee • Comité de Coordination des Conseils Scolaires de l'Ontario

CUPE • SCFP
Ontario