

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: November 2, 2022
Regarding: **Weekly Update (7)**

CUPE Collective Bargaining Update and Friday November 4

ETFO Thames Valley Teacher Local strongly supports the efforts of our CUPE colleagues to secure fair collective agreements through free and fair collective bargaining.

The Ford government has tabled **Bill 28, Keeping Students in Class Act, 2022**. The government has fast-tracked the approval of this bill, and the legislation is expected to pass this week. A link to Bill 28 accompanies this update.

If adopted, Bill 28 would impose a collective agreement on education workers represented by CUPE, override their Charter right to free collective bargaining, and remove their right to strike.

At this point, CUPE has signaled its intention to defy the legislation, and a full withdrawal of services is expected to commence on Friday, November 4, 2022.

Although morally right, CUPE's strike would be illegal.

If CUPE **does not** strike, Friday November 4 would be a regular work day for Teachers.

If CUPE **does** strike, schools will be deemed unsafe for students and closed for in-person learning.

Teachers are advised of the following:

- Friday's pivot to remote learning involves posting only open-ended asynchronous student activities, either through a virtual platform, website, or hard copy handed out to students directly.
- Schools are closed because the safety of students and staff cannot be guaranteed by the Board. ETFO advises that Teachers work somewhere other than school. Teachers should inform the Principal that they are working remotely and won't be at school.
- ETFO legal counsel has advised that Teachers may join CUPE lines before and after the workday, and during their lunch break.
- ETFO TVTL will be filing grievance on the pivot to remote learning, the use of it in collective bargaining, and the attempt to turn Teachers into virtual scabs.
- ETFO TVTL released officers will be joining CUPE picket lines on Friday. All Teachers are encouraged to continue to demonstrate support for our CUPE colleagues as able.
- Teachers are not to take up struck work.

"The Collective Agreement is the rule book, not a guidebook."

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, November 4 at 6:00 p.m. **until** Sunday, November 6 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

Violations of the **Communication Protocol** and the **TVDSB Disconnecting from Work Procedure** must be reported to the Local office immediately.

It is the duty of the Local to:

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are enforced.
- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Once again, ETFO TVTL strongly supports our CUPE colleagues and condemns the Ford government for its union busting and anti-education agenda.

We will continue to keep Teachers updated as this situation evolves.

For more information regarding this **Communiqué**, please contact the Local office by email at etfotvtl@etfothamesvalley.com or by phone at 519-474-3150.

c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer