



December 11, 2019

Sent via email and postal mail

John Malloy
Director of Education
5050 Yonge St.
North York ON M2N 5N8

Dear John Malloy,

On December 10, 2019, ETFO announced that in addition to the Phase1 Work-to-Rule Strike Protocol its members will implement Phase 2 Work-to-Rule Strike Protocol. Among other things, ETFO members will not prepare a bulletin board or school display if requested to do so by an administrator or supervisor, will not distribute any memos/letters from a school and/or school board, and will not collect monies or participate in the electronic collection of monies for school-based activities except for those for charitable causes.

For the duration of ETFO's Phase 2 WTR Strike Protocol, Toronto Education Workers/Local 4400 objects to the assignment of any duties normally and regularly performed by ETFO members. The direction by the TDSB to Local 4400's members to perform duties normally performed by ETFO members is a breach of the collective agreement and a settlement agreement between the parties. Moreover, in the event, the TDSB violates the statutory freeze on terms and conditions of employment that is in place during collective bargaining, Local 4400 will seek the appropriate remedies, including but not limited to applications to the OLRB for orders enjoining the TDSB from engaging in this practice.

Yours truly,

John Weatherup
President

c. Andrew Gold, Executive Superintendent Employee Services