



January 16, 2020

Greetings Members,

On Monday January 20, 2020, the Toronto Elementary Teachers will be conducting a one-day strike at TDSB elementary schools. The School Board has announced that it will cancel elementary programs for that day. We expect that Toronto Education Workers/Local 4400 members will be required to attend work as usual. When the School Board provides further information, we will advise our members of any changes.

On Tuesday January 21, 2020, the OSSTF will conduct a one-day strike at TDSB secondary schools. We do not yet know whether the School Board will re-assign Toronto Education Workers/Local 4400 members as it did in December 2019. The Labour Relations Board has held that it is not a violation of the freeze provisions in the *Labour Relations Act*, for them to re-assign you to classes where CYW's are on strike. Toronto Education Workers/Local 4400 believes that such a re-assignment violates the Collective Agreement, and you should contact your Steward Co-Ordinator if you are re-assigned.

During these strikes, you are required to comply with any reasonable direction from your supervisor, even if it violates the Collective Agreement. You are *not* required to perform work which you believe to be unsafe, and you are *not* required to perform work that you are not physically capable of performing. If you are directed to do these things, you are entitled to refuse, and you should immediately contact your Steward Co-Ordinator.

The Labour Board has ordered the School Board to ensure that you are "properly and fully informed... about the special needs and any safety concerns regarding the students" you will be supervising. This includes being fully briefed on any safety plans relevant to your assignment. The Labour Board has also ordered the School Board to provide you with any documentation relating to any accommodations you may have in place before re-assigning you to a different location or position. If you are aware of any violation of these orders, you should immediately contact your Steward Co-Ordinator.

Toronto Education Workers/Local 4400 will be grieving all improper re-assignments, but until the grievance is determined, you will be required to comply with directions to perform any duties that are not unsafe.

If you have any questions about what is happening during these labour disputes, you should contact your Steward Co-Ordinator.

Regards,

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