



January 8, 2019

Greetings Toronto Education Workers/Local 4400 Members,

On December 4 and 11, 2019, the TDSB directed Toronto Education Workers/Local 4400's members to cover positions of OSSTF Members while on strike. Toronto Education Workers/Local 4400 immediately applied to the Ontario Labour Relations Board for an interim order to prevent the TDSB from doing this again and alleged that it was a violation of the *Labour Relations Act*, 1995 and the Collective Agreement.

The OLRB heard the interim application on December 20, 2019 and reserved its decision. The decision was issued on January 3, 2020. Unfortunately, the OLRB dismissed the union's application for an interim order however the OLRB directed the TDSB to develop a plan to ensure that if OSSTF is on strike again that the union's members who are redeployed to elementary special education classes be properly and fully informed about special needs and any safety concerns. In the event of another assignment of our members to cover OSSTF or ETFO vacancies, members should request and receive the appropriate information about the elementary special education classes they are assigned to.

If you have any questions about what is happening during these labour disputes, you should contact your steward coordinator.

The OLRB's decision on the interim order does not prevent the union from proceeding with its unfair labour practice application. The parties expect to proceed to a hearing on the unfair labour practice application in January 2020.

In Solidarity,

John Weatherup
President