

Memo #3

To: OECTA Secondary Teachers

From: Michele MacDonald

Re: Respecting CUPE & OSSTF Workplace Sanctions

Custodians in our school board are with The Canadian Union of Public Employees (CUPE) and Educational Assistants (EA) and Office Administrators are with the Ontario Secondary School Teachers Federation (OSSTF) and these organizations have entered into work-to-rule sanctions. As unionized workers we need to respect their work sanctions and not take on work that would belong to these groups.

CUPE has entered into Phase 2 of their work-to-rule. OSSTF has entered into a limited withdrawal of services.

No OECTA member is to perform any duties that were previously performed by or assigned to a CUPE and/or OSSTF employee, even if directed by school/board administration. If such direction is given, you should contact the Unit office as soon as possible.

No OECTA member is to direct, ask, or request a student to perform any duties that were previously performed by a CUPE and/or OSSTF employee, even if directed by school/board administration. However, you are not to interfere if a school board administrator directs a student to do such tasks. If this occurs please advise the Unit office as soon as possible.

We have always worked as a co-operative school community, one that helps each other. At this time I would ask that OECTA members refrain from:

CUPE

picking up garbage (halls, cafeteria, classroom)
washing blackboards, whiteboards, or empty pencil sharpeners
sweeping
asking for supplies to be delivered to classroom
any custodial duties

OSSTF

re-assigning EA's if anyone is absent
request photocopying to be done
assigning supervision

Please report all concerns to your administrator and/or Health and Safety Rep.

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Re: Respecting CUPE and OSSTF Work-to-Rule Sanctions (page 2)

It is important that we respect what our brothers and sisters in CUPE and OSSTF are trying to achieve with their work-to-rule sanctions. We would want the same if we were in a work-to-rule situation. If you have been doing something that would be considered another person's work - please refrain from doing that while CUPE and OSSTF are conducting their strike action. It is during these times that we should be supportive of their need to follow the directions of their Union. We would have wanted the same had we been on work-to-rule in September.

I have attached the information from CUPE and OSSTF in terms of the job sanctions for the OECTA Staff Representative. If you have questions or concerns please do not hesitate to contact the Unit office.



PLEASE POST AND DISTRIBUTE TO ALL OECTA MEMBERS