

UPDATE—LIMITED WITHDRAWAL OF SERVICES

OSSTF/FEESO continues to take measured and responsible steps to increase pressure and public awareness, while at the same time attempting to minimize the impact on students. In addition to rotating full withdrawals of service that have occurred, we continue to be engaged in a number of limited withdrawals of service. Below is a list of those existing limited withdrawals as well as new sanctions that will take effect on **March 9, 2020**.

Since November 26, 2019, OSSTF/FEESO members have been engaged in a limited withdrawal of services strike.

Members shall not:

- Participate in EQAO preparation or testing
- Complete Ministry of Education Reports—data will be shared with the Board but reports will not be completed or submitted
- Participate in board PA (ministry or board topics), other than participating in self-directed PA. PA days organized by OSSTF/FEESO may continue as usual
- Participate in unpaid staff meetings outside the scheduled school day
- Provide comments on any elementary or secondary provincial report cards
- Perform the work of another Bargaining Unit, even if directed by administration

THE FOLLOWING STRIKE RULES WERE ADDED AS OF JANUARY 20, 2020:

Members shall not:

- Perform the work of another Bargaining Unit, even if directed by administration **including any paid or unpaid work that has been struck**
- Take on any additional work/responsibilities as a result of an absent member of the bargaining unit. However, if student safety is at risk, a student with special needs may be reassigned between Educational Assistants in the event of an absence
- Perform on-calls for absent members of a teacher or occasional teacher bargaining unit. Supervisions will continue as normal to ensure student safety
- Verify or find replacements for staff absences

IN ADDITION TO THOSE LISTED ABOVE, THE FOLLOWING STRIKE RULES WILL BE ADDED AS OF MARCH 9, 2020:

Members shall not:

- Provide anything other than a mark and learning skills on any formal or interim report card. In non-credit courses (eg. special education K courses), a single comment will be provided.
- Organize/attend group/department/job class meetings at any time
- Attend Position of Added Responsibility meetings at any time
- Attend central (board) committee meetings/councils with the exception of joint union/employer meetings including Joint Health and Safety Committee meetings and Staffing Committee meetings
- Deliver/organize PD/training seminars or present at PD seminars
- Participate in Professional Learning Communities (PLCs)
- Participate in any aspect of School or Board Improvement Plans
- Participate in curriculum or course writing

- Update and post on school/board-related websites, excluding individual teacher/class curriculum websites
- Accept new teacher-in-charge, or acting VP positions, or provide coverage for absent administrators/managers
- Assist with “admin” tasks including photocopying and distribution of school/board documents with the exception of student course selection materials
- File EQAO/OSSLT results
- Provide equipment maintenance unless scheduled through work orders
- Contact outside contractors for service not directly related to student learning (eg. waste management, blue boxes, equipment repair)
- Assume responsibility for administration or distribution of keys
- Provide co-op worksite visits outside of the regular instructional day
- Engage in any work related email or phone calls outside of the regular instructional day or paid work day. Communication with parents outside of the regular instructional day about urgent student matters will be at the professional judgment of the member.
- Engage, beyond regular work hours, in community liaison work that is part of the job description unless paid overtime
- Keep employer-owned electronic devices turned on beyond the end of work day unless paid overtime
- Supervise students sent to the office for discipline
- Prepare or make bank deposits, pick up/deliver mail outside of regular work hours
- Provide setup/tear down for community functions unless paid
- Be available for emergency call-ins unless paid
- Be available to open or close schools outside regular scheduled shift unless paid overtime
- Provide assistance with catering services and orders outside the school day or regular scheduled shift, unless paid overtime.