



November 15, 2019

Dear Parents and Guardians,

The Elementary Teachers' Federation of Ontario (ETFO), the union that represents elementary teachers across the province, will be in a legal strike position as of Monday, November 25. The union has indicated that teachers will proceed with job action in the form of a work-to-rule campaign (a partial withdrawal of services) effective Tuesday, November 26 if an agreement is not reached between all parties at the provincial level.

This impacts elementary teachers in public school boards in Ontario, including teachers within the UCDSB.

During phase 1 of the work-to-rule campaign, elementary teachers will be refraining from administrative duties. Should phase 1 of the work-to-rule campaign be enacted, the UCDSB expects there will be no direct impact to program delivery, student learning or their school experience. **Schools will remain open, and classes will continue as scheduled.**

Please refer to the ETFO website ([www.etfo.ca](http://www.etfo.ca)) for details regarding this job action.

The Ontario Secondary School Teachers' Federation (OSSTF), the union that represents secondary teachers in Ontario, will be in a legal strike position as of Monday, November 18. At this time, OSSTF has not indicated they are planning any type of job action. Unions must give the public five days notice before they can start to withdraw services.

The UCDSB values the work that our teachers do each day. Bargaining with union representatives at the local level is progressing well. We sincerely hope that negotiations at the provincial level will continue and result in an agreement that is fair to all parties, avoiding any form of job action.

We will continue to update our families and communities as needed through various communication channels including our schools, the Board website ([www.ucdsb.on.ca](http://www.ucdsb.on.ca)), My Family Room and social media.

Thank you,  
Communications and Relationship Management Department  
The Upper Canada District School Board  
[communications@ucdsb.on.ca](mailto:communications@ucdsb.on.ca)

**John McAllister**  
Chair



**Stephen Sliwa**  
Director