



UNIVERSITY OF TORONTO EDUCATION WORKERS

300-208 Bloor Street West, Toronto, Ontario M5S 3B4

☎: 416.593.7057; 📠: 416.479.3941

info@cupe3902.org; www.cupe3902.org

Executive Committee

Chair:

Hamish Russell

Secretary-Treasurer:

Amy Conwell

Vice Chair, Unit 1:

Kate Brennan

Vice Chair, Unit 3:

Kristin Cavoukian

Vice Chair, Unit 5:

Glenna Kramer

Vice Chair, Colleges:

Merlin Charles

Communications/ Recording Secretary:

Fang Xi Lin

Internal Liaison Officer:

Farhana Islam

External Liaison Officer:

Mahdi Zamani

Grievance Officer:

Jamie Ashby

Executive Director:

Wayne Dealy

Staff Representatives:

Tiffany Balducci (on leave)

Laura Sullivan

Kathy Johnson

Gina Gignac (term)

CUPE 3902 stands in solidarity with elementary and secondary teachers across Ontario, who begin work-to-rule Tuesday, and who have voted overwhelmingly in favour of taking strike action if School Boards and the Provincial Government do not accept a fair agreement for teachers and students. This job action comes after a year of cuts to education by Doug Ford's Conservatives. With the passage of Bill 124 into law, teachers are also on the frontlines in the fight against the Conservatives' attacks on free collective bargaining. CUPE 3902 recognises the importance of these negotiations for all public sector workers in the province and is ready to support teachers on the picket lines if School Boards and the Provincial Government do not agree to a fair deal.

Effective Tuesday, November 26, members of the Elementary Teachers' Federation of Ontario (ETFO) and the Ontario Secondary School Teachers' Federation (OSSTF) will begin work to rule protocol, the first phase of their job action strategy. Work to rule means that **teachers will refuse to do work that is not immediately related to the learning needs of students**. For more information, visit <https://etfocb.ca/strike-protocol-work-to-rule-phase-1/>. In addition, the ETFO, OSSTF, and the Ontario English Catholic Teachers Association have all passed **strike mandate votes of more than 95%**, putting teachers in a strong position for a legal strike if an agreement is not reached at the bargaining table.

A central issue for all teachers is the **increases to class sizes** introduced by the Ford Government, which **worsens learning conditions** for students and means **thousands of job losses** for teachers. Other major issues include **special education supports, improvements to workload and working conditions, salary increases, and health and safety protections**. The issues in elementary and secondary schools mirror those facing the post-secondary sector, where universities and colleges increasingly exploit precarious, overworked sessionals, graduate students and postdocs who struggle to make ends meet.

Teachers are bargaining in the anti-union context of Bill 124, a context that also shapes CUPE 3902's ongoing Unit 5 negotiations and which Unit 1 will confront next year. **Bill 124 caps total compensation increases for public employees at 1% per year for three years—a forced pay cut**, after accounting for the rate of inflation. The Bill also grants the Province the power to veto any Collective Agreements that do not respect the 1% compensation cap. The Bill is a reprehensible attack on workers' Charter rights to free collective bargaining, and it will reduce the quality of public services for everyone in Ontario. In voting to take strike action if necessary, teachers are standing up for all public sector employees and people who rely on their services—including CUPE 3902 members and our students. Pushing back against Bill 124 by using tactics of job action is the most effective way that workers can fight back against its negative implications for our work and education.

A strike is not inevitable. The Ford Government has the power to keep students in schools by walking back its cuts to education and by repealing Bill 124,

allowing teachers to bargain freely with their School Boards. When CUPE education support workers were prepared to strike in October, Ford's Conservatives accepted a deal that did not conform with Bill 124's 1% compensation cap; it must be pressured to do the same again with the teachers' unions.

Here are some actions you can take to support teachers in their efforts to arrive at a fair agreement without having to strike:

- Write to your MMP to tell them "No Cuts to Education" and that you support a fair deal for teachers. Tell them that you oppose Bill 124's attack on workers' rights to collective bargaining. You can find your MMP here: <https://www.ola.org/en/members/current>.
- Wear red clothing on Fridays to support #RedForEd.
- Support teachers as they begin their work-to-rule job action on Tuesday, November 26. If you encounter people complaining about being inconvenienced by the job action, redirect the conversation the Ford Government's harmful cuts, anti-union legislation, and failure to bargain in good faith.
- Follow the ETFO and OSSTF on social media and show your support by sharing their posts.
- Join an Ontario Federation of Labour rapid response team at <https://www.powerofmany.ca/>.
- Get in touch with **CUPE 3902's Mobilizing the Rank and File Campaign!** Contact rankandfile3902@gmail.com.

If teachers do strike, here are some further actions you can take:

- Come stand with teachers on the picket lines. Do not cross a picket line.
- Write to your MMP again!
- If you encounter people complaining about the strike, redirect the conversation to what the Ford Government should be doing. It is Ford's Conservatives, not the teachers' unions, who are refusing to bargain in good faith.
- Understand that some parents will be unable to come into work or will need to bring their children with them. Let them know that you support them in this difficult time and that you hope that Province agrees to a fair deal soon.

We stand with all members of the Canadian Union of Public Employees, as well as the wider community, in supporting teachers' rights to free collective bargaining, fair compensation, and livable working conditions, as well as students' rights to equitable learning conditions.

In solidarity,
The Executive Committee of CUPE 3902

#NoCutsToEducation
#HereForStudents
#RedForEd
#CommunitiesNotCuts
#PowerOfMany