

September 25, 2019

Dear Parents and Guardians,

We were notified today that the **Canadian Union of Public Employees (CUPE)**, representing education workers across the province, **will begin a province-wide 'Work-to-Rule' as of Monday, September 30, 2019.** Work-to-rule is a form of job action that involves a *partial* withdrawal of services.

I am writing to let you know that **all schools will remain open and student instruction will continue in our classrooms during this period of job action.**

CUPE represents a number of our school and system support staff across HCDSB, including:

- custodial staff
- early childhood educators
- educational assistants
- English as a second language (ESL) instructors
- information technology (IT) technicians
- language instruction for newcomers to Canada (LINC) instructors
- library technicians
- school and board office secretaries and clerks

How Will This Affect My Child's Learning?

All of our schools will remain open, and CUPE staff will report to work during this period of job action. We will continue to focus on the needs of our students and families, and will do our best to minimize disruption and ensure a safe learning environment in each of our school communities.

As a Catholic school board, we value all of our staff as dedicated, caring professionals, and we respect labour laws that affirm the legal rights of our unionized employee groups to engage in job actions. We are committed to the success of the negotiation process, at both the provincial (central) and local levels. We know that all sides are working hard to reach agreements, and we are hopeful that a new central agreement will soon be reached with our CUPE education workers.

Information Updates

For more information about the collective bargaining process, please visit: bit.ly/HCDSB-LabourUpdates.

As new information becomes available, we will provide updates through:

- Email to parents
- HCDSB website – www.hcdsb.org
- Twitter [@HCDSB](https://twitter.com/HCDSB)

Thank you for your patience and understanding during this period of job action.



Pat Daly
Director of Education