

October 4, 2019

UPDATE#4 - CUPE Job Action

Dear Parents and Guardians,

I am writing to let you know that a decision has been made that **in the event of a full withdrawal of services by CUPE, schools will be closed to students on Monday, October 7th, and for the duration of the strike.**

As you know, on Monday September 30, 2019, the Canadian Union for Public Employees (CUPE), representing education workers across the province, began a work-to-rule job action that involved a partial withdrawal of services.

On October 2, CUPE announced it will move to a full withdrawal of services (strike) on Monday, October 7, 2019 if a provincial settlement is not reached by end of day on Sunday, October 6, 2019.

Our senior team has been gathering information and exploring all contingency plans that would allow us to keep schools open in the event that our CUPE support staff go on strike. After a great deal of deliberation, and having exhausted all feasible options, we have had to make the difficult decision to close all schools to students, should the CUPE strike proceed.

We regret that this decision will pose some challenges for parents and guardians who may have to find childcare arrangements, however closing schools is the only way to ensure the safety and well-being of our students and staff. Our [CUPE staff](#) provide a number of essential services in our schools. Without their support, we cannot maintain a safe learning environment for our students.

How Will Parents Be Notified?

If the CUPE strike proceeds and we have to close our schools to students, we will notify you in the following ways:

- An email will be sent to all HCDSB parents
- A notice will be posted on our HCDSB website – bit.ly/HCDSB-LabourUpdates
- A notice will be shared through Twitter [@HCDSB](https://twitter.com/HCDSB)

In Summary

If the CUPE strike proceeds,

- All HCDSB schools will be CLOSED to students on Monday, October 7, 2019 and for the duration of the strike.
- All Before & After School programs will be CANCELLED.
- Childcare centres will remain OPEN as they run independently from our schools.
- Community use of schools will be CANCELLED in all [schools maintained by CUPE custodial staff](#).
- All non-CUPE staff will continue to report to work in schools and our administrative offices.
- Advanced polling stations will not be affected by this closure.

We are hopeful that a new provincial agreement will soon be reached with our CUPE education workers.

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



Pat Daly
Director of Education