



ST. CLAIR CATHOLIC
DISTRICT SCHOOL BOARD
Lighting the Way – Rejoicing in Our Journey

September 10, 2015

Beginning today, all casual, temporary and permanent members of the Canadian Union of Public Employees (CUPE) will begin “work to rule.” In our schools, CUPE represents many non-teaching support staff, including secretaries, custodians, educational assistants and early childhood educators.

CUPE has issued a 14-point memorandum to its members, which describes what “work to rule” will mean. The memorandum has also been posted to the union’s public website.

“Work to rule” by our CUPE colleagues will result in some changes to school procedures. We ask for your patience during this period of uncertainty. We remain hopeful for a negotiated settlement at the provincial table, where talks are currently underway.

The 14-point “work to rule” instructions for CUPE members are listed below.

1. Follow the terms and conditions of your Collective Agreement.
2. Working only hours of work. Do not come in early or stay late. Don’t take work home.
3. Take all breaks and lunch.
4. No volunteering – or other un-paid activities.
5. Take overtime in the form of money and not lieu time.
6. Don’t take calls or answer email from your supervisor or manager at home.
7. Don’t allow volunteers to do our work.
8. Do not attend unpaid meetings
9. Work at a safe pace.
10. Do one task at a time (no multi-tasking).
11. Don’t do the work of other union members.
12. Do not call your own supply (replacement) when absent.
13. Wear pink or another visible show of solidarity on bargaining days (10th, 11th, 15th, 16th and 17th of September) and display work-to-rule materials.
14. Under Health and Safety and the right to know send an email to the principal asking if any of the children with whom you are working have a record of violent behaviour in their OSR. If yes, ask to see the student safety plan.

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