



April 2015

IMPORTANT NOTICE FOR ELEMENTARY STUDENTS & FAMILIES: Potential job action by Waterloo Region District School Board SECONDARY teachers

You may have heard about the possibility of labour disruption at the Waterloo District School Board (WRDSB). We would like to assure you that this is currently an issue affecting secondary schools, *not elementary schools*.

The collective agreements for all unionized school board employees in Ontario, including teachers, occasional teachers and support staff expired on August 31, 2014. Currently, none of our bargaining units is in a legal strike position; however the Ontario Secondary School Teachers' Federation (OSSTF) representing WRDSB secondary school teachers and secondary occasional teachers will be in a legal strike position on May 4, 2015.

The WRDSB is committed to negotiating in good faith in order to reach fair and fully funded collective agreements with all its employee groups. Negotiations with the Elementary Teachers' Federation of Ontario (ETFO) and other employee groups are underway. At this time, those discussions are continuing and there is no immediate risk of labour disruption. As negotiations progress, we will keep you informed of any change in status.

We understand that the potential for labour disruption can create anxiety for our students, parents and staff. We want to assure you that we will be communicating regularly with parents and students to ensure that you have as much information as possible, so that you can make informed decisions and undertake any contingency planning.

If you have questions, or want to know what is happening in Waterloo Region District School Board schools related to negotiations:

- Look for updates on **social media**—follow **@WRDSB on Twitter**.
- Visit the Waterloo Region District School Board website at www.wrdsb.ca/labour.
- Visit your local WRDSB secondary school website.

Our priority during any job action is the safety and well-being of our students. We will continue to monitor the situation and its impact on Waterloo Region District School Board students. We are committed to keeping you informed and will update www.wrdsb.ca/labour and communicate with you directly, as the situation changes.

A handwritten signature in black ink, appearing to read "John Bryant".

John Bryant
Director of Education

A handwritten signature in black ink, appearing to read "Kathleen Woodcock".

Kathleen Woodcock
Chair of the Board