

An Outline of Work to Rule for Evergreen Teachers

What is work- to-rule?

Work-to-rule is an industrial action in which employees do no more than the minimum required by the rules of their contract, and precisely follow all safety or other regulations, which may cause a slowdown or decrease in productivity, as they are no longer working during breaks or during unpaid extended hours and weekends (checking email, for instance). Such an action is considered less disruptive than a strike or lockout, and obeying the rules is less susceptible to disciplinary action. Notable examples have included nurses refusing to answer telephones, teachers refusing to work for free at night and during weekends and holidays, and police officers refusing to issue citations. Refusal to work overtime, travel on duty, or sign up to other tasks requiring employee assent are other manifestations of using work-to-rule as industrial action. -Wikipedia

Why work-to-rule?

The district's proposal:

- *0% salary increase*
- *Health benefits being capped at 2012-2013 level (This out of pocket expense is estimated at approximately \$420 per month, plus all ongoing increases)*
- *The district shall cease TRUST contributions*
- *Increase TK-3 class sizes to 27:1*
- *Adjust mainstreaming stipend language when ratios go above 26:1(stipend would begin at 27th student)*
- *Upper grade prep reduced to every other week*
- *For the 2018-2019 school year only, all Thursdays will be Teacher Planning Thursdays; every Wednesday shall be a Teacher Staff meeting, not to exceed 1.5 hours per meeting*

The District is claiming an ongoing fiscal crisis, but they have failed to take reasonable actions such as consolidating schools and eliminating unnecessary management positions.

We have a professional obligation to stand up for our students and our profession.

We have had enough! Nothing changes until we decide things have to change.

What will it look like?

Walk-In to be held on the **first day** of Work to Rule: Tentatively Monday, April 23

- Gather in front of school 15 minutes before school begins
- Hold Signs/Posters (maybe create large posters to hang on cars)
- Wear ETA shirts or green
- Pass out information and actively engage parents in discussion
- Walk in when bell rings
- Invite media

DOs

- Inform your parents about why we are taking this action
- Attend Wednesday staff meetings
- Attend the site and district Thursday meetings (only the site Thurs. for TK & K)
- Pack up and walk out with your students
- Wait for teachers on yard duty (walk out and stand with them when feasible)
- Continue to perform **paid** duties outside of work day (if desired)
- Be supportive of colleagues - this is a stressful time for everyone

DON'Ts

- Arrive more than 30 minutes before the start of the school day
- Stay after school
- Take work home with you
- Work on your lunch
- Answer emails outside of school hours
- Sign up for or attend **unpaid** activities outside of the school day
- Communicate Work to Rule actions through district email or while on the district network
- Bully or try to coerce anyone who chooses not to participate in this action

Standing Together Makes Us Strong

- Standing together, we are extremely powerful!
 - Look at what teachers in West Virginia were able to accomplish
- If we do not stand together, we are destined to be treated with this same disrespect year after year.
- But if we all participate, we send a message that cannot be ignored!