

November 26, 2019

Dear Families,

As labour developments continue in Ontario education, Hamilton-Wentworth District School Board (HWDSB) continues to value its staff and the community organizations that support programs and services in HWDSB schools.

On Tuesday, November 26, two employee groups began work-to-rule job action:

- The Elementary Teachers' Federation of Ontario (ETFO) represents HWDSB permanent and occasional elementary teachers as well as our designated early childhood educators.
- The Ontario Secondary School Teachers' Federation (OSSTF) represents HWDSB permanent and occasional secondary teachers, office clerical and technical staff, professional student services personnel and English as a Second Language instructors.
- As you may know, HWDSB custodial and maintenance staff represented by Canadian Union of Public Employees (CUPE) have ratified a new collective agreement and are not part of any current labour negotiations.

School closures or disruptions to extra-curricular activities are not expected as a result of this job action. However, the City of Hamilton and HWDSB's child care partners continue to prepare contingency plans in case of escalated job action and will communicate directly with families.

If a school is closed to students as a result of job action, the following summarizes the impacts to licensed child care, before- and after-school programs and EarlyON Child and Family Centres. Families will receive information about rights and responsibilities in the event of a picket line.

- **Licensed Child Care (birth to 3.8 years of age):** All existing full-day licensed child care programs will continue to operate in schools. Subsidies will not change for families receiving child care fee subsidies. Previously planned new programs may open during a strike.
- **Licensed Before- and After-School Programs (3.8 to 12 years of age):** Existing licensed before- and after-school programs will continue to operate in schools. If a school is closed, we anticipate that these programs will extend their hours to include the full school day, while consolidating into fewer school locations. For families that receive child care fee subsidies, the subsidy will increase to cover extended hours (i.e. like a PA Day). Your program operator will share more details about other impacts. These programs are intended

to serve children registered in before- and after-school programs and will not expand to accept new families during job action. Previously planned new programs may open during job action.

- **Authorized Recreation and Skill Building Programs (Grade 1 to 6):** In the event of a school closure due to a job action, these after-school programs will close.
- **EarlyON Child and Family Centres:** All EarlyON Child and Family Centres in schools will continue to operate.

For more information on child care, please visit www.hamilton.ca/childcare/ or contact (905) 546-4870. For HWDSB updates on labour, please see www.hwdsb.on.ca/about/labour-update

We recognize that job action puts families in a difficult position. We strive to reduce impacts on families and children during this time of uncertainty.

Sincerely,



Manny Figueiredo
Director of Education
HWDSB



Grace Mater
Director, Children's Services & Neighbourhood Development
City of Hamilton