

# HWDSB

December 2, 2019

Dear Families,

As you may know, Ontario Secondary School Teachers' Federation (OSSTF) teachers and education workers will participate in a one-day, province-wide full withdrawal of services – a strike action – on Wednesday, December 4, 2019, if OSSTF has not reached a new collective agreement with the Government of Ontario.

At HWDSB, OSSTF represents permanent and occasional secondary school teachers, as well as office clerical staff in elementary and secondary schools, technical staff, professional student services personnel including behaviour analysts, speech and language, psycho-educational consultants, a kinesiologist, social workers and English as a Second Language instructors.

Labour developments can happen quickly so please watch for updates. We are not aware of further OSSTF job actions or job actions by the Elementary Teachers' Federation of Ontario (ETFO). Find updates on our website at [www.hwdsb.on.ca](http://www.hwdsb.on.ca) or on HWDSB's social media accounts on Twitter, Facebook and Instagram.

Please see the following overview of impacts in our schools if there is a full withdrawal of service on Wednesday, Dec. 4:

<b>Impacts in secondary schools if one-day strike action occurs Dec. 4. Cancellations will end Dec. 5.</b>
<ul style="list-style-type: none"><li>• Secondary schools will be closed to students because student safety cannot be ensured.</li><li>• Hill Park Learning Centre will have limited programming. Check with program contact for details.</li><li>• Extra-curricular activities will be cancelled on Dec. 4.</li><li>• Any secondary programs off of school property (e.g. Dual Credit and Co-op) will be cancelled.</li><li>• Licensed child care in secondary schools will be open (Waterdown District Children's Centre and Saltfleet Early Learning and Child Care Centre).</li><li>• Community use permits will continue after 6 p.m.</li><li>• OSSTF members will picket the following eight (8) secondary schools on December 4, 2019: Ancaster, Bernie Custis, Dundas Valley, Orchard Park, Sir Allan MacNab, Waterdown, Westdale and Westmount. If you encounter a strike picket, please be respectful. Our teachers and education staff provide important services in our schools.</li><li>• You do not need to call in your teen's absence. Please consider making alternate arrangements for your teen, if you feel it is required. Secondary schools will reopen on Thursday, Dec. 5.</li><li>• All public meetings are cancelled; Suspension and Expulsion meetings will proceed.</li></ul>

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## Impacts in elementary schools if one-day strike action occurs Dec. 4. Cancellations will end Dec. 5.

- Elementary schools will remain open
- Licensed child care will be open
- Before- and After-School Programs are open
- EarlyON Child and Family Centres are open
- Community use permits continue
- Hill Park Learning Centre will have limited programming. Check with program contact for details.
- Wait times may increase when seeking entry to the school or calling the office. Please ensure your child enters the school safely if they arrive after the doors are locked. Use Safe Arrival to report a student absence. ([www.hwdsb.on.ca/safearrival](http://www.hwdsb.on.ca/safearrival))
- Please speak with your principal about the impact on specific events.
- All public meetings are cancelled; Suspension and Expulsion meetings will proceed.

**As HWDSB implements contingency measures, we will keep families informed as labour developments occur. We will do this in a variety of ways, but will post all updates on our Labour Updates web page at [www.hwdsb.on.ca/about/labour-update/](http://www.hwdsb.on.ca/about/labour-update/)**

We recognize that strike actions put families in a difficult position. We remain hopeful that an agreement may be reached in the coming days. We remain focused on the learning and well-being of our students.

Thank you for your patience and understanding during this time of uncertainty.

Sincerely,



Alex Johnstone  
Chair of the Board



Manny Figueiredo  
Director of Education