

ADVICE AND GUIDELINES FOR OSSTF/FEESO MEMBERS WHEN DEALING WITH CONTENTIOUS DECISIONS OF EMPLOYERS

All employers make decisions related to their operations and services. These decisions are generally made through a Board of Trustees or Board of Governors.

OSSTF/FEESO members can be affected by management decisions, which can cause significant disruption in members' professional and personal lives.

OSSTF/FEESO takes a role in protecting its members' interests when employers make controversial decisions.

Sometimes decisions proposed by the local employer can be reversed by a concentrated collective campaign at the local level. The local Communications/Political Action Officer liaises with the provincial CPAC committee but acts as a member of the local CPAC committee undertaking its plan of work for the year.

If, as an individual, you feel strongly that you want to attempt to influence decisions made by your employer, you should keep the following in mind to avoid any consequences arising from your actions:

DOS

- ✓ You have the duty of loyalty to your employer, regardless of your status as a parent or citizen.
- ✓ Use established OSSTF/FEESO structures and procedures to voice your concerns.
- ✓ Consult with your local representatives regarding any concerns you have about the employer's actions.
- ✓ Funnel your concerns or comments through your local CPAC Committee or other avenues established by your employer.
- ✓ Participate in any lobbying or public awareness campaigns initiated by your local bargaining unit to address the employer's actions.
- ✓ Working in concert with your local representatives, attend public meetings on issues where you can speak appropriately as a concerned parent or citizen.
- ✓ Let OSSTF/FEESO leaders make criticism of the employer's actions where such comments are necessary.
- ✓ When speaking at public meetings, stick to the facts, focus on public issues, and remain respectful.
- ✓ Avoid becoming involved in a way that may make it seem that you are using your influence as an employee to direct parents or public opinion.

DON'TS

- ✗ Don't have conversations with parents or students regarding the employer's actions. Refer those conversations to administration.
- ✗ Don't engage with students or parents in email, chats, or social media discussions about the employer's actions.
- ✗ If speaking in public forums as a concerned parent or citizen, do not be malicious, defame the employer, or undermine the reputation or credibility of the employer.

