

# WORK TO RULE

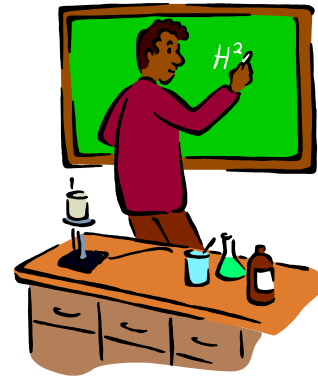
A Brief Tutorial for Unit I Members

# What is work to rule?



- *Work to rule* is a unified occupational action in which teachers do no more than the professional responsibilities required in the Negotiated Agreement and Board of Education policies.
- *Work to rule* includes Unit I members following all safety regulations and procedures they might otherwise ignore.
- *Work to rule* is an alternative to strikes or job slow-downs. Simply abiding by and adhering to workplace rules and procedures is less likely to result in disciplinary action for Unit I members.

# Who works to rule?



- All Unit I members.
- All employees with a collective bargaining agreement.
- All employees unhappy or frustrated with an uncooperative, unsympathetic, or unreasonable employer.

# How to work to rule?

## (Do's and Don'ts)



- *Work to rule* means Unit I members perform their normal duties during the paid teacher workday, but volunteer no additional time except to plan for the delivery of instruction in accordance with the *Negotiated Agreement*
- **DO** honor paid extra-curricular contracts.
- **DO** have the PTA representative explain to the PTA (Booster Club, CAC, etc.) what working to rule is and why we are doing it.
- **DO** contact your TAAAC UniServ Director if you have committed to after-school activities to determine your rights and obligations.
- **DO** support each other with ideas or materials which require no unpaid time.
- **DO** continue to meet all contractual requirements and instructional obligations.
- **DO** enjoy the quality time you will now have to spend with family and friends since you will no longer be spending all of your time at work.
- **DO** call TAAAC with additional questions.

# How to work to rule?

## (Do's and Don'ts)



- **DON'T** provide services or have professional contact with students before or after the paid workday – including, make-up exams, tutoring, conferences.
- **DON'T** provide services or have professional contact with parents (or guardians) before or after the paid workday – conferences and phone calls should be made during the paid workday. If contacts cannot be made within the workday, the contacts will have to wait until the following day (if time allows).
- **DON'T** allow special events to extend your workday or workweek. Field days, field trips, science fairs, concerts, recitals, math nights, etc. All such events should be scheduled during the regular workday or workweek; except those activities for which an extra-curricular contract exists.
- **DON'T** participate in illegal activities such as “sick-outs”, work slow downs, vandalism, inappropriate communications, etc..
- **DON'T** use instructional time to discuss teacher working-to-rule activities.
- **DON'T** use personal time to enter data (TIENET, grades, etc.).

# When to work to rule?



- The Association (TAAAC) will organize the start of the work to rule effort when it is apparent the BOE has no inclination to work collaboratively to resolve issues or disputes.
- Unit I members should organize by school (or feeder district) to determine collective actions – street-side protests, times to enter or leave the building en masse, poster-making activities, etc..
- Every day! The work to rule effort is only as effective as the number of participants and the consistency of the participants.
- Until the desired effect has been achieved – parent pressure on the BOE, community support, elected legislators support, etc..

# Why work to rule?



- To educate shareholders (parents, students, community) about the excessive amount of free time regularly donated by teachers for no compensation (the BOE is well aware of this donation of time and are willing to take full advantage thereof)
- To stop contributing personal time to an unsympathetic BOE and school system.
- To remind the BOE and school system of the limitation on Unit I members' contractual responsibilities and obligations.
- To gain support of shareholders – eventually resulting in increased pressure on the BOE to work with TAAAC to achieve mutually agreeable resolutions.
- To disrupt the “normal” educational and instructional processes (Unit I members working well beyond paid work hours) and restrict uncompensated student support and activities.
- To exercise our right to strictly adhere to the terms of the Negotiated Agreement – the only legal job action available to us under the MD collective bargaining law.

# Questions



Can I be disciplined for participating in a work to rule effort?

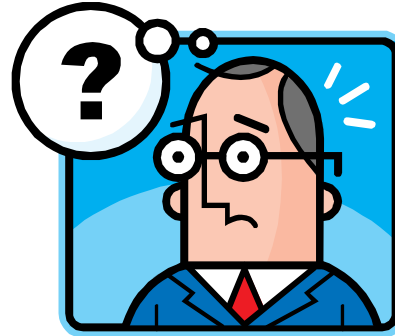


# Questions



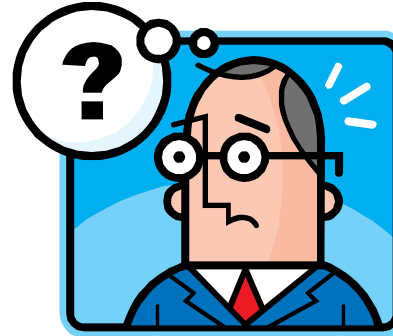
No, you cannot be disciplined for participating in a work to rule effort. As long as you are in compliance with the requirements and professional responsibilities in the Negotiated Agreement, you cannot be disciplined simply for adhering to the terms of the contract.

# Questions



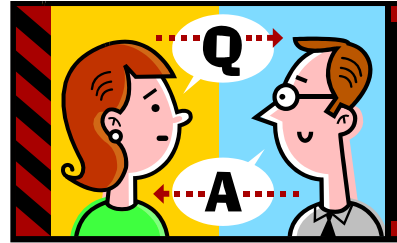
Won't a work to rule make the parents and students angry?

# Questions



Work to rule efforts may make students and parents angry, but once they understand the purpose behind our actions they'll be more sympathetic toward our cause and hopefully direct their anger toward the party responsible for the action – the Board of Education.

# Questions



Questions from the Directors??

# Keys to a successful work to rule



- Continue to perform duties as required by the Negotiated Agreement.
- Remain professional in your communications with parents and students -- inappropriate discussions only serve to damage the desired outcome.
- Organize and mobilize the Unit I members at your school. Start on time, end on time, walk in together, walk out together. Make signs, create banners, have a street-side informational picket.
- Do not cave in to parent or student pressure to discontinue or disrupt the effort – let the pressure be directed at the Board.
- See the effort through until the end! If the Board sees the effort weakening, they'll know they've won – worse, they'll see the Association is incapable of keeping up a sustained effort.