Work-to-Rule Toolkit

How to Take the Difficult Step

It is a very difficult thing to work-to-rule. The immense pride you feel in supporting your students and their families is one TAAAC knows you take very seriously. However, that dedication should be recognized in the form of increased compensation for all you do that takes away from your own family.

The County Executive does not recognize your efforts. He has the money but we have the votes. Letting parents know how dissatisfied you are with his leadership through a work-to-rule action is one of the best ways to accomplish our goals.

Believe us; if there was a red button we could press here at TAAAC to get you the respect you deserve, we would press it. However, it really comes down to this:

Mr. Schuh has the money, but we have the votes.

Steps short of Work-to-Rule you should take:

1) **Contact the County Executive** – Please let him know how important your respect is. The more people he hears from, the better chance he will listen. Every email and phone call is a vote.

2) **Contact the County Council** – Please see enclosed map and consider contacting your Representative. If you don’t live in the county, perhaps contact anyway and let them know you can’t afford to live here because of the lack of respect.

3) **Contact the School Board** – Stem the rising tide of new programs until teachers can be treated fairly and with the respect they deserve. Encourage them to do so.

4) **Hold Informational Picketing** – Holding up signs or handing out information regarding your lack of respect from the County Executive can be very effective, even if you decide not to work-to-rule.

5) **Attend Events when TAAAC Asks** – The County Executive and County Council should see a sea of people when we ask you to come. Twenty people are just annoying. Five hundred is a display.
6) **Write letters to the Editor** – There should be a letter in *The Capital* nearly every day from a parent or educator protesting school employee’s treatment. It should not and cannot die down after a week or two. This drumbeat must be steady all through the budget and negotiation cycle.

7) **Sign-up Genius** – Look for a “Sign-up Genius” in your inbox to sign up for events throughout the rest of the year.

**Steps along with Work-to-Rule you should take:**

1) **Contact the PTA** – Without parental support, this movement will fall on deaf ears. Please find enclosed in the PowerPoint a sample letter to send to PTA in coordination with your work-to-rule.

2) **Grade-to-Rule** – The grading policy sets a minimum of 9 grades per quarter. Stick to it. Grade in school. If it takes longer to get stuff back to kids, so be it.

3) **Don’t Attend Functions** – No book fairs, sporting events, fundraisers, movie nights, etc.

4) **Return emails and phone calls during school day** – If it takes a bit longer to get back to folks, explain the reasons why.

**If you decide to Work-to-Rule**

1) **Tell TAAAC** – We want to be there to support you from day one. Please let your UniServ Representative know your start date and time.

2) **Tell the PTA** – See enclosed sample letter

3) **Consider informing The Capital Newspaper** – The education reporter is Cindy Huang; phone 410-280-5942

4) **Get a Consensus** – We are happy to come explain what Work-to-Rule does and doesn’t mean. Have a meeting and take a vote.

5) **Communicate with Administration** - We have had administrators show up and support the action. Include them in the conversation.
6) **Cautionary note:** Do not engage in conversations with students regarding the work-to-rule or any job action underway while at school. If a student initiates a conversation or asks questions, simply state that educators are not at liberty to discuss it while at school.