WORKPLACE STEWARD FACILITATION

GET REaDy!

PREPARATION GIVES US STRENGTH, CONFIDENCE AND OPTIONS.

SEPTEMBER 2026 — JUNE 2027

INFORMED. PREPARED. STRONGER TOGETHER.

ETFO Thames Valley Teacher Local

Preparation reduces uncertainty.

The campaign is about readiness—not prediction.



WHAT WE CAN CONTROL

- How well members are informed
- Whether people can be reached directly
- The strength of the workplace network
- The time members have to prepare privately

“The goal is preparedness, not prediction.”

Six forms of readiness reinforce one another.

The campaign moves from individual preparation to collective capacity.

01

FINANCIALLY

Build realistic flexibility

02

CONNECTED

Receive information directly

03

INFORMED

Understand process and issues

04

ORGANIZED

Know the workplace network

05

ENGAGED

Participate with purpose

06

PREPARED

Know where to turn next

Source: WPS Get Ready! Campaign Book.pdf • Cover and Guide p. 9

Stewardship means guiding—not guessing.

Share, connect and escalate; do not predict, probe or improvise.

DO

1. Introduce the full campaign
2. Share verified Local and Provincial information
3. Confirm members are connected
4. Forward unresolved questions

DON’T

- Predict whether job action will occur
- Interpret beyond provided information
- Ask about personal finances
- Guess or direct unauthorized action

A 20–30 minute conversation can start the work.

Introduce the whole framework, complete practical steps, and leave resources behind.

20–30

MINUTES

01

WHY NOW

Frame uncertainty without alarm

3–4 min

02

BUILD YOUR BUFFER

Introduce the private resource

3–5 min

03

CONNECT + ORGANIZE

Verify channels and helpers

Act now

04

PROCESS + QUESTIONS

Explain, answer, escalate

Close

Financial readiness stays private and self-directed.

Show how time can help—without setting targets or discussing personal circumstances.

PRIVATE • VOLUNTARY • NO TARGET • NOTHING COLLECTED

AFTER 10 PAYS

$25	→ $250
$50	→ $500
$100	→ $1,000
$200	→ $2,000

The examples illustrate accumulation—not an expectation.

The guide notes approximately 9–10 pays before February and 20 before the end of June, depending on pay timing.

A resilient workplace can reach everyone tomorrow.

Connection is direct communication plus clear local responsibility.

IF SOMETHING IMPORTANT CHANGED TOMORROW,

would every member receive it directly?

01

CURRENT

Personal email and phone details

02

RECEIVING

Local and Provincial updates

03

IDENTIFIED

Steward, Alternate and helpers

04

INCLUDED

New and absent members

Do not rely on Board email, screenshots or staff-room rumours as the only channel.

Members need process context—not predictions.

Procedural steps matter, but no single step alone determines what comes next.

01 CENTRAL / LOCAL

Different issues are negotiated at provincial and local tables.

02 NEGOTIATIONS

Parties exchange proposals and work toward agreement.

03 CONCILIATION

A Ministry-appointed conciliator assists; this does not itself mean a strike.

04 NO-BOARD REPORT

A formal legal step that may follow unsuccessful conciliation.

05 STRIKE VOTE

Authorizes potential action; it does not set a date or form of action.

06 JOB ACTION

Can take different authorized forms; follow official instructions.

07 AGREEMENT + RATIFICATION

Members follow the appropriate process for a tentative agreement.

Source: WPS Get Ready! Campaign Book.pdf • Guide p. 4

Can the workplace communicate and organize effectively.

How is information shared quickly or how can an activity be organized?

Build an Internal Team

Who is willing to step up? Find volunteers!

01

Workplace Steward

Assist the Local and members

02

Alternate

Assist the Local and members

03

Communication helpers

Organize and send out information

04

Activity organizer

Take photos, solidarity activities

A small Get REaDy team can distribute responsibility so the campaign does not rest entirely on one Workplace Stewards

Source: WPS Get Ready! Campaign Book – page 5

Trust. Verify. Ask.

Fast-moving bargaining requires a simple habit.

TRUST

Official Local and Provincial communications.

VERIFY

Check screenshots, posts and second-hand messages.

ASK

Forward uncertainty rather than guessing.

THREE FACTS TO HOLD

A strike vote is authorization—not a strike date.

Specific salary, benefits or leave guidance comes from official sources.

Individual circumstances go to the Local—not generalization.

Get the facts before you act.

Use verified answers—and send individual cases to the Local.

STRIKE PAY STATED IN THE GUIDE

$125

PER DAY

for a full withdrawal of services

Always follow the latest official Local and Provincial guidance.

01 A STRIKE VOTE IS AUTHORIZATION

It does not mean a strike will occur, set a date, or determine the form of action.

02 PERSONAL CIRCUMSTANCES NEED GUIDANCE

Salary, benefits, pension, leave, accommodation and assignment questions can differ.

03 OFFICIAL SOURCES COME FIRST

Use Local and ETFO Provincial communications; verify forwarded messages before relying on them.

IF YOU DO NOT KNOW, FORWARD THE QUESTION. DO NOT SPECULATE.

Source: WPS Get Ready! Campaign Book.pdf • Guide p. 6



BY JUNE 2027

Every member knows what to do next.

FINANCIALLY REaDy • CONNECTED • INFORMED • ORGANIZED • ENGAGED • PREPARED

Whatever comes next, we will be REaDy—together.

Source: WPS Get Ready! Campaign Book.pdf • Guide pp. 8–9