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BARGAINING 101 | ISSUE #02

What's All This Talk About 'Strike'?

A strike vote is not a strike. Here's what these terms actually mean.

We've heard about the 97% YES vote. What did members vote for?
97% of teacher and occasional teacher members who voted supported a central strike mandate. Education worker members also voted 97% YES. This gives ETFO's bargaining team authority and support to consider strike action if necessary; it does not mean a strike has been called.

What does "job action" mean?
Job action is a coordinated action directed by a union during bargaining. It may range from restrictions on particular activities to a full withdrawal of services. Not every form of job action means classes stop.

What is work-to-rule?
Work-to-rule can involve restrictions on specific activities while members continue many of their regular duties. It is a form of strike action under Ontario labour law. Members do not choose restrictions for themselves: ETFO would explain precisely which activities are affected and what obligations remain.

What is a full strike?
A full strike is a withdrawal of regular work, as directed by the union. It is different from work-to-rule and is not an automatic next step after a strike vote.

Are we taking job action right now?
No. As of November 20, 2026, ETFO says members are not in a legal strike position and no job action has been announced. The teacher/occasional teacher central table has bargaining dates on November 26, December 3 and December 14.

What should I do?
Continue your regular professional responsibilities. Look for official ETFO and Local communications and ask questions. You will receive instructions if anything changes.

THE BOTTOM LINE **Our goal is a fair agreement, not job action. A strong mandate helps the bargaining team negotiate.**

Creating Change – Together.
ETFO Thames Valley Teacher Local | Stay informed. Stay connected. Stay united.