

Dear Principals-

As many of you have heard, there was a call for an illegal “wildcat” strike by a group of staff and community members calling themselves RORE. They were calling for the strike to occur on March 6, 2020, our next half-day.

The District has conducted a threat assessment and determined that there is no viable threat for a coordinated strike. All of the unions are in agreement that the strike is illegal, will not be productive, and have neither endorsed nor encouraged their members’ participation. However, there may still be individuals who want to engage in some kind of work stoppage on March 6.

To prevent this illegal action by any individuals, we are asking for your heightened scrutiny for any absences on, or absence requests for, March 6. We know that this is generating a lot of concern and questions among supervisors and staff, so we would like to provide some answers and guidance to common concerns:

- Any staff not in the building on March 6 because of a school-sponsored event or conference, such as a field trip or professional development, are considered legally absent and do not fall within the guidance below.
- Any absence request that was received prior to February 20, 2020, should be honored without the need for any additional documentation.
- Any request for personal days on March 6, received after February 20, should only be honored if the requestor presents extraordinary circumstances for the request and the timing. The half-day professional development is important and attendance is expected.
- Any request for an illness day on March 6, presented between February 21 and March 6, will need to be accompanied by a certificate of personal illness. The requestor should be made aware of that in advance, if possible.
- Any staff member who is absent on March 6 without approval, or who fails to meet the requirements above, may be considered illegally engaging in a work stoppage and subject to the loss of 2 days’ pay. Additionally, should an employee work only half the day without meeting the conditions above, for example leaving when the students leave, could also be subject to the loss of 2 full days’ pay.

If you have any questions or concerns prior to or on March 6, please contact your HR Director or Steve Carling in the Department of Law.