

Work to Rule Plan

Date: Thursday, January 20th

Most Information from:

<https://marylandeducators.org/career-resources/professional-development/in-the-workplace/work-to-rule/>

Description of Work to Rule

Work to rule is **a unified occupational action in which teachers do no more than the professional responsibilities required in the contract and DCPS policies.**

Breakdown of Work to Rule at our schools

- Arrive on time for school - for maximum impact, those who arrive a little bit early can gather at the front door and walk in together right on time.
- Adhere to your contract. Attend all required meetings, but nothing more.
- Do not perform any duties during your lunch break
- If you have not already committed to a voluntary activity, decline requests to do so by the administration.
- If you have already committed to an activity verbally or by signing a contract, ask to be released from the duty. If you are not released, report to the activity.
- Leave work together at the contractually determined time.
- Take your hard earned rest - do not check work emails, answer work related phone calls, lesson plan or grade outside of your contractually mandated work hours.

Ideas for How to Organize for Work to Rule

- Reach out to and educate your colleagues as to what Work to the Rule is
- Have colleagues commit to following it on the day(s) of action.
- Make a plan - what do you have to do differently for Work to Rule to work for you?

Messaging

- We are still serving our students and fulfilling our contractual obligations.
- As educators our time is valuable. Sometimes it is necessary to pull back and remind administrators and supervisors how valuable we really are. Collective action, like working to rule, can be a powerful tool for your negotiations team at the bargaining table. It's amazing to see the change of attitude of board negotiators when confronted with an active, aware, involved group of educators willing to take action to protect their careers, students, and schools.