

WHAT SHOULD PARENTS KNOW ABOUT “WORK-TO-RULE”?

Educators have called for a ‘work-to-rule’ action to force BCPS to fully fund our negotiated agreement. TABCO and BCPS bargained a three-year agreement, and we are asking BCPS to keep the promise they made to fund it.

Q: What does “working-to-rule” mean?

“Working-to-rule” means performing our normal duties (“the rule” meaning those duties that are required) during the normal workday. Work-to-rule is meant to highlight and reduce the unpaid voluntary work educators do before and after school, on weekends, and during our lunch and planning periods.

Q: Why didn’t you try asking BCPS for resolution before this?

We have been trying to resolve this issue since we learned the budget may cause a problem. Our members’ patience is exhausted waiting for our agreement to be funded as promised.

Q: How will this affect my child?

Educators will continue to deliver high quality instruction to your child. We will follow all BCPS policies on grading. We will be less available before and after our duty day ends.

Q: What can we expect as parents during this time?

You may notice the following:

- ➔ Staff will not be available before or after their duty day to speak with parents.
- ➔ Families needing to speak with their teacher should make an appointment to speak with them during the duty day.
- ➔ It may also take longer for staff to respond to emails.

Q: Why are educators taking this action now?

TABCO members worked hard to bargain a three-year agreement with a predictable compensation package. The County Council and BCPS did not fully fund the compensation package that was promised.

We must work to rule starting May 27th because it’s our last resort to force the system to keep the promise they made.

Q: What can I do to support my child's educator member during this time?

- ➔ Schedule an appointment to speak with your teacher during the regular workday, instead of contacting them after hours.
- ➔ Please be patient with your child's teacher regarding grading of assignments and responding to email.

Q: What can I do to support my child's educator?

You can email the Board of Education members in support of fully funding the negotiated agreement at boe@bcps.org.

Q: How can I stay informed?

You can always stay up to date at our [facebook page](#) and our website, www.tabco.org.

Q: When was the last time TABCO used this "action of last resort?"

We've only used work-to-rule twice since 2001- in 2008 and 2021. We do not do this lightly.