

# ENOUGH IS ENOUGH

## Enforce our Contract

### *Frequently Asked Questions*

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#### **What does it mean to enforce our contract?**

For the next two weeks, we will be enforcing our contract, meaning performing all of our regularly assigned duties that are required during the normal work week (37.5 hours). This is meant to highlight the unpaid work educators do before and after school, on weekends, and during our lunch and planning periods.

#### **What if I am assigned more work?**

If you are asked to complete additional tasks by your principal, you can take the following steps:

1. Ask them to prioritize your other work so to stay within your scheduled hours. If it is voluntary, your contract gives you the option to decline their request entirely.
2. Keep track of the additional hours worked between November 11 and November 23.
3. Obey the asks made, then contact your TAAAC UniServ Director to file a grievance. This will ensure you are compensated for your time.

#### **Why are we doing this?**

Educators deserve a seat at the table when decisions are made that impact our work conditions. AACPS has refused to bargain with us over Brightspace mandates, new service requirements for Special Educators and Related Service Providers, rollout of the COVID vaccine mandate and testing, and how sick leave is administered if you are a close contact or quarantining. This is an action to show the realities that go into providing the

world class public education our community deserves.

#### **What activities are impacted?**

TAAAC is sharing an FAQ guide with parent groups. Coordinate with your Building Rep to set up a meeting with the PTSA at your school to let them know about impacted activities such as letters of recommendation, after school clubs, and more.

#### **Is this a strike?**

No, educators are prohibited from striking in Maryland. We are enforcing our contract and performing our regular duties, not withdrawing our contractually required labor.

#### **I am untenured. Can I get in trouble for doing this?**

No. Enforcing our contract means meeting all of our contractual obligations. Simply follow Step #3 to file a grievance and ensure you are compensated for the extra hours of work you are asked to complete.

#### **What should I do with my work at the end of the day?**

Keep a running list of the tasks you are not able to perform under the time constraints of the regular duty day. At the end of the day, take the following steps:

- Send your administrator the list and ask them what you should prioritize for the following day.
- Put up an auto-response on your email after the end of your duty day, and let parents know that you will respond to them during the regular duty day.

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**I am comfortable with my work/caseload and can easily ask my supervisor to alleviate my workload.**

**Why should I enforce my contract?**

We are stronger together. We will only be successful in enforcing our contract if everyone participates. We're fighting for a seat at the table in EVERY conversation that impacts our classrooms, not just in some schools.

**How can the community support our efforts?**

- Email the Board of Education and tell them to show that educators, students, and families are their top priority when they make decisions. They can do this by bargaining with us over the impacts of our work conditions.
- Use our Facebook Profile Frame to show your support for Anne Arundel County Educators