



smaller classes **BIG DIFFERENCE**

ETFO CB eNewsletter

September 17, 2026

Online Central Strike Vote **November 9 to 18**

As you know, central bargaining is paused while we wait for a decision from the Ontario Labour Relations Board on the scope of bargaining, i.e., what will be bargained centrally and what can be bargained locally.

During this pause, ETFO continues to plan for future bargaining sessions. **As part of these preparations, the Federation will hold an online central strike vote for all 84,000 members between November 9 and 18.** Other education unions are also planning strike votes this fall.

ETFO members will cast online votes for one of our two central bargaining tables: Teacher/Occasional Teacher or Education Worker.

Plan to participate in the online vote and encourage your colleagues to join you! Every vote builds the momentum we need to move bargaining forward.



Why is ETFO setting central strike votes now?

ETFO's goal is to secure fair collective agreements that recognize the value of your work and meet students' needs. To strengthen our bargaining efforts, members must be united and demonstrate the collective strength of our profession across the province.

A strong "YES" vote shows solidarity, gives your central bargaining team a clear mandate at both tables, and reinforces our call for the resources, supports, and investments students and educators deserve.

What does voting "YES" mean?

Even if members vote in favour of strike action, that does not mean job action will happen immediately or at all. A "YES" strike vote gives ETFO the mandate to take strike action (ranging from a partial withdrawal of service – work-to-rule – to a full withdrawal of service), if necessary.

Does a strong strike mandate mean ETFO members will be going on strike?

A strike vote does not automatically result in job action. Under Ontario labour law, several steps must occur before a legal strike can take place, including conciliation, a "no board" report declaring an impasse, a mandatory 17-day waiting period, as well as a required five-day notice period. Conciliation cannot begin until the central bargaining lists have been finalized and bargaining on those items is underway.

ETFO negotiates for agreements, not strikes. No union wants to take job action, but a strike can occur when both sides cannot reach an agreement.

Will information meetings be held?

ETFO will host **virtual town halls**, open to all members, on November 9 and 10. During these online meetings, members will receive confidential information about key issues at both central tables and learn about the purpose and importance of a strong strike mandate. You'll also have the opportunity to get your questions answered.

How does a strong strike mandate support bargaining?

A strong strike mandate demonstrates to the government and the Council of Ontario Directors of Education (CODE) that ETFO members are united and determined to fight for real improvements that protect high-quality learning and working conditions.

Your vote strengthens ETFO's ability to push for the improvements that directly affect your daily work: lower class sizes, better supports for students with special needs, safer schools, manageable workloads, and fair compensation, including access to adequate sick leave.

How can I vote?

Instructions will be sent to members closer to the online voting window. Please ensure ETFO has your updated personal contact information. See below for how to update our records.

Is voting anonymous?

Yes. Each member's credentials will automatically direct their ballot to the correct worker group, ensuring votes are counted accurately. All votes are anonymous; no individual choices are ever linked to member identities.

Stay Connected

ETFO keeps members updated on current bargaining-related news through:

- collective bargaining eNewsletter
 - etfocb.ca, our collective bargaining website
 - member-only collective bargaining Facebook group
 - phone calls, texts, and email
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Update Your Contact Information with ETFO

To keep you in the loop, ETFO needs your personal contact information on file (address, phone numbers, personal email). Use this [online form](#) to update your current contact information.

Visit the ETFO Collective Bargaining Website



Visit us at etfocb.ca for more information about ETFO's smaller classes, BIG DIFFERENCE campaign.

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