

Remote Work National Ladder of Escalation

Date	Tactic	Structure test	Notes
July & August (and into fall)	Majority petition to Deputy Ministers / regional petition	X	<ol style="list-style-type: none"> 1. Locals petition their Deputy Minister demanding full exemption to mandatory in office days for everyone in their department. 2. Launch regional petitions to Minister Anand. <p>Focus on one department in a strategic building for a petition action delivery September 9.</p>
Late Aug / Sept	Interunion townhall (ACFO, PIPSC, PSAC, CAPE)		Mass joint union members meeting to prepare for Sept 9 th , encourage members to do training and join LOCs
Aug / Sept	Infopickets / flyering at office buildings		See if we can hold a couple at key locations in August/ September. Not really a structure test but good way to reach more ppl and be visible. Could be media event in weeks leading up to Sep 9
Sept 3 or 4	Mass teams background	X	everyone starts using it Sept 4 th or sept 3, in the last days before RTO
Sept 9 & ongoing	March on the boss / petition delivery		<ol style="list-style-type: none"> 1. <u>September 9 for priority LOC building/ department:</u> <ul style="list-style-type: none"> - Morning rally outside building to catch people on the way in, coffee donuts media (lunch too tight a window and don't catch people going in) - Supporters book in to work at that building that day for petition delivery 2. <u>September 9 all other LOCs/locals</u> <ul style="list-style-type: none"> - wear green, virtual backgrounds? - support rally at priority LOC building/dept in morning - Lunchtime info pickets can be coordinated to get more signatures - email out mass reporting tool

			<p>3. March on boss – All other LOCs</p> <ul style="list-style-type: none"> - ongoing, when petitions hit majority in September/October/November - using momentum around September 9 anger - Each local coordinates march on boss, we can do similar rally for delivery which extends the media story and motivates people to get petitions signed.
Aug-Sept	Coordinated shirt days		Members wear green shirts every Wednesday (neutral colour, not specific to one union)
Sept 16-20 (but support members over next 2 weeks to do it)	Mass telework agreement requests	X	<ul style="list-style-type: none"> - Streamline process for members to apply for telework agreement changes, a communications plan for roll out - possibly a “lunch and learn” session per union on filing grievance - ER says no, prepare to file individual grievances on decision (25 day time limit, using departmental panels)
Week of Oct 9th	Mass OHS action	X	Mass requesting H&S orientations, complaints, holding employer accountable for H&S obligations and upholding H&S rights (the ER having one month to have rolled out H&S plans/ obligations)
Oct 9? Nov 9?	Rally		<p>Look for significant / symbolic event to time rallies around through the fall.</p> <p>After 1 month and 2 months of RTO?</p>
Oct	Public forum		Launch community manifesto – downtown still sucks, we want something better
Nov?	ACTION	X	XXXX
Late Nov?	ACTION	X	XXXX