



CUPE

FOR LOCAL EXECUTIVE AND CONTRACT ACTION TEAMS

BACK TO SCHOOL, BACK TO WORK AND BACK TO BUILDING POWER!

Is your local ready to win funding for public education and improvements in bargaining?

Your local's organizing committee, in the form of a **Contract Action Team (CAT)**, demonstrates to members, and to the employer, that you are **building leverage for central and local bargaining**.

The CAT builds your local's capacity to bring member power to the local and central bargaining campaigns. **When you have a functioning CAT, executive leaders can focus on local-wide strategy and decision-making.**

Recommended steps for building a strong CAT:

1. **Identify and recruit work site leaders** that can lead discussion and action with co-workers.

- a) **Identify gaps** - which schools don't have a work site lead?
- b) **Go back to your lists to brainstorm potential work site leads:** former picket captains, former stewards, and visit schools to ask members who they suggest to lead their work site.

2. **Decide which local leaders will regularly meet with and support the CAT leaders:** could you organize the CAT by geographical area and assign area leads? Depending on the number of sites, one lead might not be enough to realistically engage and nurture your entire CAT.

3. **Cluster schools together** – encourage clusters to meet and stay connected over the issues that matter most to coworkers and **brainstorm collective action**.

4. **Assign a first task for CAT leaders:** review the membership list for each work site with work site leaders – are you missing any contact information for members? Which members have moved to a different school or retired?

5. **Establish a regular schedule of CAT meetings,** perhaps by geographical area or clusters, to debrief members' issues and concerns with local leaders.

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TAKE ACTION!

Here is a list of possible Contract Action Team activities for September 2025:

- Put the [CAT recruitment flyer](#) up on bulletin boards in September and visit schools to identify new work site leaders - posters on bulletin boards signal to the employer that education workers are getting ready to fight in bargaining.

Scan here to
find the CAT
recruitment flyer!



- Use the OSBCU Bargaining Committee flyers & CAT discussion guides to talk with members about bargaining priorities and recruit work site leaders;
- Use the OSBCU newsletter to start conversations with members and/or invite interested members to participate in creating a local newsletter with pictures of members & quotes from members about the impact of underfunding on schools – [Link to template on website](#);
- Join other locals on Education Worker Wednesday - wear purple or some other visible solidarity - ask work site leads to talk with every co-worker to confirm their commitment to participate;
- Organize “outreach days” at elementary schools to distribute flyers to parents asking for parents to sign a petition calling on the Provincial Government to increase funding for public education;

You can engage CAT leaders in coming up with additional ideas to agitate and get members ready to take action in their worksites.

Need support?

Reach out to your Local Executive!

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