

CUPE-OSBCU EDUCATION WORKERS WILL USE BARGAINING POWER TO WIN THE IMPROVEMENTS TO WORKING AND LEARNING CONDITIONS NECESSARY IN ONTARIO SCHOOLS

Thousands of CUPE education workers participated in an Ontario wide survey to identify priorities for bargaining in 2026. Now education workers are focused on building member power to win the improvements that education workers and students deserve.

This summer local leaders were consulted about the priorities and this coming November delegates to the OSBCU Bargaining Conference will debate and make final decisions about the priorities for bargaining.



Here are the highlights.

Wages:

Wages – real wage increases for all members including casual and temporary employees, and elimination of steps in all wage grids so that all education workers are paid at the top rate in the contract.

Staffing, workload and job security:

- Negotiate contract language that protects jobs, including newly created jobs
- Funding to increase the number of CUPE-OSBCU positions in all classifications
- DECE in every classroom with a kindergarten student
- Reduce kindergarten class size and implement a hard cap on kindergarten class size

There is an understaffing crisis in Ontario schools. School boards have too much flexibility to eliminate jobs even when that means student needs go unmet. The Provincial Government needs to fund staffing levels that meet all student and worker needs.

Benefits:

- Increase funding to sustain the benefits plan, restore all benefits that have been cut, and make improvements to benefits
- Long Term Disability plan for locals that don't have one and reduce LTD premium costs for members
- The government has been deliberately underfunding education workers' benefits plans for years. Education workers rely on their benefits plan to stay healthy and improve their quality of life.

Paid vacation: Establish a minimum standard for vacation above the Employment Standards Act minimum.

Sick notes: School boards would be required to pay for medical certificates/notes requested for sick leave or short term disability.

Hours of work:

- Minimum 35 hours paid work/week for 1.0 FTE EA, CYW, RECE/DECE, School secretary, Library workers and other classifications
- Minimum 40 hours paid work for 1.0 FTE custodial and maintenance/trades
- Guaranteed paid prep time for classifications that require it

The lack of standardized hours of work for education worker positions means some workers are denied paid hours of work resulting in reduced income. Students are denied the hours of support they need each month. Students need more support not less!

Violence: The Provincial Working Group on Health and Safety would be mandated to develop strategies to reduce violence in the workplace, implement additional training on reducing violence, and not merely strategies for dealing with it. Eliminating violence in schools requires many different tactics, including hiring more staff and including language in collective agreements on health and safety.

No concessions on any contract provision including paid sick leave. The Provincial Government and School Boards have wanted to cut our paid sick leave for years. This is unacceptable.

It's time to address the root of the crisis that leads to workers getting burned out and sick – it's time for the government to address the understaffing and workload crisis!

It's not healthy for workers OR students when workers come to work sick but that's what happens when workers don't have paid sick days.



Worker-student-parent solidarity can turn the tide!

The Provincial Government is deliberately underfunding publicly funded and publicly delivered education in Ontario as part of a political agenda to reduce the quality of education and privatize education.

It will take member power and worker-student-parent solidarity to win the improvements that education workers and students need at school.

Every education worker has an important role to play in building power.

Here is what YOU can do to win:

- **Contact your Local Executive about joining your local Contract Action Team – work site representatives are needed to cover all work sites.**
- **Sign up for the OSBCU Newsletter and invite 3 coworkers to join you!**

[OSBCU.ca](https://osbcu.ca)

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