

IT'S TIME TO HOLD THE FORD GOVERNMENT AND SCHOOL BOARD EMPLOYERS ACCOUNTABLE FOR THE CRISIS IN SCHOOLS

STEP BY STEP GUIDE: 2026 SCHOOL BOARD LOCAL DELEGATIONS

By March, CUPE school board locals will have organized a minimum of 65% of their members to sign the pledge to strike if necessary to secure increased funding for publicly funded education. The next step is for the Local Executive and Local Lead Mobilizers to plan action(s) they will organize with their strike pledge to put pressure on the Employer, school board Trustees, the CTA, local Progressive Conservative MPP's, and as a result, the Ford government. Local actions could include:

Workplace Bulletin Board Posters:

Shannon Carranco (CUPE Communications) can help locals design a poster with member signatures to post on workplace bulletin boards across all work sites, signaling to the Employer membership unity and readiness to fight for increased funding and local and central bargaining demands.

Delegation to the Employer:

Locals are encouraged to present their strike pledge signatures to the Employer on a poster board or banner with a delegation of Local Executive and members. During the delegation, leaders outline the workplace issues for members, local and central bargaining demands and the urgent need for increased funding and staff. The Employer is an important leverage target in the campaign. School board Employer's need to feel maximum pressure from locals. There should be no "business as usual" while members and students bear the brunt of underfunding and understaffing. Press releases can be issued to local media highlighting the actions.

Delegation to local PC MPP office:

Locals are encouraged to organize a more public action at a local PC MPP office. A delegation of Local Executive and members show up unannounced or schedule a meeting with a local PC MPP and present the strike pledge signatures, talk about the issues in schools for staff and students and demand that PC MPP's commit publicly to increase funding to address the crisis in schools. Local media will be invited to attend the action. If local PC MPP's are not in their office, photos and videos will be posted on social media and media attention will ensure the action is still impactful.

Locals are encouraged to participate in at least one action but can participate in all three actions if desired and coordinate with other locals in your area.

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What do we do with all of our signed pledges?

If your local has organized at least 65% of your members to sign the pledge to strike if necessary, here are the next steps:

1. [Complete the form](#) with info about your local and local strike pledge action.
2. Once at least 65% of your members have signed the pledge, scan all strike pledges as one pdf and send them to school board Communications Representative Shannon Carranco at scarranco@cupe.ca
3. Send an email to your membership congratulating your members on their participation and solidarity. You can write the email yourself or ask your local's OSBCU Member Organizer for a template suggestion.
4. Shannon will take your strike pledge signatures and pop them into a poster, poster board or banner design, depending on your local action, and send the design back to your local.
5. Head to the OSBCU website at osbcu.ca and click on the 'Online Store' tab, where you will be able to choose to buy either a 'foam board' or a 'banner', depending on the design Shannon creates for you. Note: designs are based on how many strike pledge signatures your local has. The more signatures, the bigger the design. Buy the item and send your design to Cavan's printers (Tip: OSBCU Member Organizers can help you with this process). Once printed, Cavan will ship your order to your local.

Take a group photo with your local's strike pledge:

1. Pick a date to take a group photo of members standing with your local's strike pledge
1. Share the photo with your membership and post on social media
1. Tag @osbcu_cscso

**SCAN THIS QR CODE
TO FILL OUR THE FORM!**



OR CLICK THIS LINK

Workplace Bulletin Boards:

1. Print the poster with your local's strike pledge signatures and ask site leads to put posters up on workplace bulletin boards.
2. Site leads can take photos of the posters on bulletin boards, which the locals can post on social media.
3. Email your members once more with photos of the posters on bulletin boards.

DELEGATION TO THE EMPLOYER:

1. Pick a date that is strategic and organize a group of your members and local executive to take part in the delegation. Aim for 10-15 members including Local Executive. Try to include members who have never participated in an action like this before!
2. Connect with Shannon about a press release for your local's action. Press releases will be sent to your area's media on the day of the action highlighting the important work of your membership, the issues your local is experiencing, and how important it is to win gains at the bargaining table for students and staff. The President of your local will create a quote with Shannon and will be given media talking points and media training. The more media attention, the more your community will know what is really happening in Ontario schools.
3. Create speaking points for the delegation: You and your members will have an opportunity to speak to your Employer about the workplace issues that matter most to your local. Ask your local's OSBCU Member Organizer for a template, or you can write your own speech. You can also use the Bargaining Priorities flyer for inspiration as well. Aim for 2-4 minutes of speaking. A successful delegation might split the speech between 4 speakers/members. Your choice!
4. Make your demand clear: CUPE education locals are calling on employers and school board trustees to demand an increase in funding for staff from the Ford Government.
5. Assign two members: one to take photos of the action, and the other to film the whole speech.
6. Print the speech and 20 'Delegation Flyers' that can be found on the OSBCU's website in the Resources tab -> 'Local Delegations Resources'
7. On the day of your delegation: Gather your 10-15 members and bring your signature banner or board to the location of the delegation. Say your speeches loud and clear and make sure photos and video are being taken. Once you've said your speech, you can leave the Delegation Flyers at the location of the delegation.
8. After the delegation: post the photos of the event on your local's social media.
9. Circulate an email or workplace bulletin to your members once more with photos and congratulate them on their participation. You can write this yourself or ask your local's Member Organizer for a template.

DELEGATION TO PC MPP OFFICE

The OSBCU is encouraging locals to target PC MPPs. If there is not a PC MPP in your area, let us know, and we can coordinate with other locals.

1. Pick a date that is strategic and organize a larger group of your members, Local Executive, parents or community supporters to take part in the delegation. Aim for at least 20 people. Sign up members to attend. Try to include members who have never done an action like this before!
2. Connect with Shannon about your local's press release for the action. Press releases will be sent to your area's media on the day of the action, highlighting the important work of your membership, the issues your local is experiencing, and how important it is to win gains at the bargaining table for students and staff. The media will also be invited to cover the action. The President of your local will create a quote with Shannon and will be given media talking points and media training. The more media attention, the more your community will know what is really happening in Ontario schools.
3. Head to the OSBCU website and click on the 'Online Store' tab, where you will be able to choose to buy either a 'foam board' or a 'banner', depending on the design Shannon creates for you. Note: designs are based on how many strike pledge signatures your local has. The more signatures, the bigger the design. Buy the item and send your design to Cavan's printers (Tip: OSBCU Member Organizers can help you with this process).
4. Once printed, Cavan will ship your order to your local. Create speaking points for the delegation. Ask your local's OSBCU Member Organizer for a template, or you can write your own speech. You can also use the Bargaining Priorities flyer for inspiration as well. Aim for 5 to minutes of speaking. A successful delegation might split the speech between 5 speakers/members. You can also invite other education unions at your school board, parents, political supporters, etc. to speak at the action.
5. Make your demands clear and press for a response: CUPE education locals are calling on PC JMPPs to take a public position in support of increased funding for education worker staff at your school board.
6. Assign two members: one to take photos of the action, and the other to film the whole speech.
7. Print the speech and 20 'Briefing Notes' that can be found on the OSBCU's website in the Resources tab -> 'Local Delegations Resources'
8. On the day of your delegation: Gather your members and bring your signature banner or board to the location of the delegation. Say your speeches loud and clear and make sure photos and video are being taken. Once you've said your speeches, you can leave the Briefing Notes at the location of the delegation, or tape them up on the windows of the MPP's office, lamp posts, or other things where the community can read them. If the MPP is open to speaking to you, reiterate your local's key issues and demands.
9. After the delegation: post the photos and video of the action on social media.
10. Circulate an email or workplace bulletin to your members with photos and congratulate them on their participation. You can write this yourself or ask your local's Member Organizer for a template.