

NO CONCESSIONS ON SICK LEAVE

CUPE-OSBCU Central Bargaining Proposals 2026

CUPE education workers rely on paid sick leave and short-term disability to provide income security during periods of illness. CUPE education workers have fought hard to win paid sick leave in our collective agreements.

What's at stake?

In 2019 the government and the school boards demanded a concession on paid sick leave that would have reduced members' income when ill and made it more difficult to access. Education workers, through our union CUPE-OSBCU, said "NO", and successfully defeated the concession.

In 2022 the government used legislation (Bill 28) to try to force a massive concession on sick leave and short-term disability. Once again, CUPE-OSBCU education workers said "NO", went on strike against the legislation, forced the government to repeal Bill 28, and saved our paid sick leave.

Over the past 3 years the government and the school boards have repeatedly signaled that they will once again demand concessions on sick leave in bargaining in 2026. They want to take away what you have fought hard to win and defend.

What is the Provincial Government going to propose?

We won't know for certain until negotiations start, but we have a good indication of what they might propose. The Ontario Principals' Council (OPC) negotiates with the government and school boards. The OPC is not a certified union under the Labour Relations Act and does not have the right to strike. **Last year the OPC agreed to a significant change to their sick leave and short-term disability plan.**

- ✘ 11 sick days will still be paid at 100%.
- ✘ When members access short-term disability days they have to apply to the board to get approval.
- ✘ While the application is being vetted, members receive 75% of their regular wages (instead of the 90% currently).
- ✘ If the application is approved, members would get their short-term disability days paid at 90%.
- ✘ If the application is denied, members are cut off of paid short-term disability. Any sick leave they would need after the denial would be unpaid.

You do not have to accept this kind of concession. Education workers have twice fought back and won, protecting paid sick leave and short-term disability.

It will take people power to win – together we can fight for Better Schools and a Better Tomorrow. Contact your Local Executive to get involved in your local strike planning and community outreach efforts to make your voice count.

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