

# HEALTHY STAFFING LEVELS & JOB SECURITY

CUPE-OSBCU Central Bargaining Proposals 2026

## Staffing Cuts and Job Security

School boards across the province are planning massive cuts to education worker jobs for the 2026-27 school year. These cuts are hitting virtually every education worker classification at boards across the province, further worsening the understaffing crisis in education in Ontario.

This means that schools will not have the resources they need and students and staff will go without the supports they need. There will be increasing workloads for members leading to increased stress and burnout.

Part of the problem is government underfunding of education. The Canadian Centre for Policy Alternatives calculates the cumulative cut in education funding to be \$6.4 billion, just since the Ford government took office.

School boards are not blameless though. Rather than fight back against an underfunding crisis, school boards are cutting jobs to save money. This year, school boards have a greater ability to cut jobs because CUPE-OSBCU's job security language expires on August 30, 2026 – the day before the expiry of the collective agreement.

## CUPE-OSBCU Central Bargaining Proposals on Job Security

CUPE-OSBCU has a proposal plan to strengthen job security for the future and ensure that schools, staff and students have the necessary staffing resources. The bargaining demand is:

- **Make job security permanent, so boards can never again cut jobs due to the expiry of a collective agreement.**
- **Restore all the jobs that were cut during the 2022-26 agreement, including restoring the jobs cut due to the expiry of job security language.**
- **Put greater restrictions on school boards' ability to cut jobs during the life of the collective agreement.**

Job security is essential to protecting supports for students and staff and helping create manageable workloads. It is a big demand. The government wants to keep spending low and school boards want the flexibility to cut jobs at will. It will take people power to win – together we can fight for Better Schools and a Better Tomorrow. CUPE school board members are building power in workplaces and communities to win bargaining demands. 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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**BETTER SCHOOLS, BETTER TOMORROW**