

BETTER CONDITIONS FOR CASUAL AND SUPPLY MEMBERS!

CUPE-OSBCU Central Bargaining Proposals 2026

School boards like to treat casual employees as disposable workers whose needs and rights can be ignored. But we know that schools don't work without all of us. Casual and supply members deserve better financial and job security.

In addition to proposing a substantial wage increase for all members, the CUPE-OSBCU central bargaining committee is also proposing:

» Casual And Temporary Workers Should Earn the Job Rate:

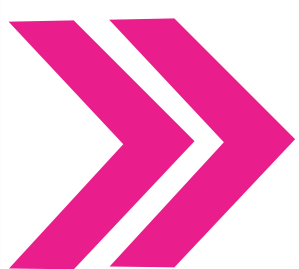
- In some school boards casual members earn the job rate, i.e. the same rate as their permanent coworkers. In other school boards, casual members earn significantly less than their permanent coworkers.
- If you are expected to perform the same job as a permanent employee, you should be paid the same hourly wage. It's a basic principle of equal pay for equal work. This is a matter of fair wages for casual members.
- Fair wages for casual members would also help to address a recruitment and retention issue. School boards will be in a better position to maintain adequate supply and casual lists by paying a better wage to casual employees.
- Casual wage rates can be several dollars per hour below the rate paid to permanent employees. That doesn't work for anyone. Casuals' wages are kept low, unfairly. And school boards have trouble finding enough people to do casual work because the wages are so low.

» Casual Seniority Lists:

- The central bargaining committee is proposing to expand and strengthen seniority rights for casual employees. Local unions would be able to negotiate stronger language for casuals on scheduling, hiring, and other issues where seniority matters for permanent employees.
- Strengthening casual seniority lists could give you greater opportunities to bid on permanent jobs, have greater fairness in scheduling and assigning work.

» Sick Leave:

- Casual employees who are in a "Long-Term Supply Assignment" (as defined in your local agreement) have access to sick leave. The government and school boards have already told us they will demand concessions on sick leave for all members. CUPE-OSBCU is committed to defending sick leave for all, which includes defending it for casual employees who are in long-term supply assignments.



Casual members deserve fairness, security, and respect.

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