

OSBCU CSCSO

BETTER SCHOOLS, BETTER TOMORROW

CUPE-OSBCU education workers from local unions across Ontario have voted to approve demands for contract negotiations that build on our historic strike in 2022 and aim to improve schools for everyone. **Our demands include real wage increases, more staff to support students, better working conditions, more secure employment, and a better benefits plan.**

Students, workers and parents deserve better. Together, united with other education unions and parents, we will use our bargaining power to build better schools and a better tomorrow for students and workers in Ontario.

Our bargaining priorities are based on months of consultation with local leaders and members, starting with the bargaining survey in March and April of 2025. Over the summer of 2025, CUPE-OSBCU met with local leaders to get input. In November, leaders voted to approve a platform of demands described below.

The Ford government will not agree to our demands easily—years of underfunding of education shows how little the provincial government wants to invest in education workers, students and parents. **It will take solidarity from all of us to make the kinds of improvements that education workers and students need.**

What we're fighting for:

Wages:

- Wage increases above inflation for all members. The wage proposal will be presented as a hybrid between a flat increase (in which members get the same dollar amount increase) and a percentage increase.
- Members will get either the flat increase or the percentage increase, whichever is more money for them.
- All employees that perform the same job should be paid the same wage by eliminating steps in wage grids (everyone would be paid at the highest wage in existing grids).
- Cost of Living Allowance (COLA) to protect workers against rising inflation.

Staffing, Workload and Job Security:

- Increased government funding to hire more education workers
- Stronger job security language
- Designated Early Childhood Educator (DECE) in every classroom with a Kindergarten student. Hard cap of 26 for all Kindergarten classes.
- All Kindergarten classes should have an Educational Assistant assigned.
- Minimum staffing ratios for all education worker classifications.
- Caps on supervision time for all classifications who are required to supervise students.

Benefits:

- Increased funding to make sure the plan can be sustained, restore all of the benefits that have been cut, and negotiate improvements to the plan.
- Make sure any local without a Long-Term Disability (LTD) plan can get one.
- Reduce LTD costs for members who have to pay for coverage.

Other Improvements:

- Mandatory training for supervisors on workplace violence
- Increase minimum paid hours of work and paid prep time
- Establish a minimum standard for vacation
- No concessions to sick leave or any other rights.

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.

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Here is what YOU can do to win:

- **Sign the strike pledge.**
- **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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