



What the Government's Demands Means for You

The government is threatening to use legislation to impose a new contract on CUPE-OSBCU members. It is clear that the government never had any intention of negotiating, having threatened since June to use legislation, and refusing to budge from its bargaining positions for the past 5 months.

This strong arm tactic would deny education workers the ability to negotiate for good jobs, better wages, and improvements to the services students rely on every day. This chart provides a brief outline of what the government is threatening to impose and what it means for workers, parents, and students.

What the Government is Demanding	What it Means for You
Wage increases well below inflation (2.5% for members earning less than \$25.95/hour, 1.5% for members earning more than that, in each of 4 years).	Education workers will see another 4 years of real wage cuts and will face greater financial hardship. School boards will be unable to recruit and retain staff, leading to staffing shortages and cuts to services for students.
Gutting job security language, giving boards greater ability to cut jobs and even entire classifications.	No minimum service levels, no service security. Supports to students will be at risk. Education workers could lose their jobs arbitrarily, at the whim of school boards. Overwork and unpaid work will get worse.
No new funding for additional staffing.	No improvements to services students need. Overworked education workers will continue to see their workloads increase and will be expected to do even more unpaid work.
No guarantee of a Designated Early Childhood Educator in every Kindergarten classroom.	Thousands of the youngest learners will be deprived of the two-educator model of full-day Kindergarten that supports their lifelong learning.
Massive cut to sick leave/short-term disability plan, despite repeated claims by the Minister of Education that it would be maintained.	Workers who are sick will be denied paid leave and will face financial hardship. Cuts to sick leave for those who have it will make it more difficult for all workers to win paid sick leave that they need and deserve.
No paid prep time for education workers who provide in-class support and instruction to students.	Education workers will continue to be expected to do unpaid work. There is no guarantee that adequate prep time for EAs, ECEs, Instructors, and others, can be performed.

<p>No agreement that casual employees will be paid the same rate as permanent employees.</p>	<p>Recruitment and retention of casual employees will continue to be exceedingly difficult.</p> <p>Students will not be guaranteed that adequate supports will be available when permanent education workers are unable to attend work.</p> <p>Casual employees will be denied equal pay for equal work.</p>
<p>Insufficient funding to sustain the benefits plan over the next 4 years.</p>	<p>Cuts to benefits for education workers who are already the lowest paid employees in Ontario schools.</p>

CUPE-OSBCU remains committed to a negotiated collective agreement that is good for workers, students, and parents. The government can withdraw its threat to impose a bad contract and come to the bargaining table on November 1, 2, and 3. We will be there prepared to bargain in good faith. We demand that the government do the same.