

2023 OSBCU Convention

March 27th – March 31st, 2023



**Education Workers
Together**

**Les travailleurs
de l'éducation,
solidaires**

SECOND CALL

LOCATION/HOTEL RESERVATIONS


Toronto Sheraton Centre 123 Queen St W Toronto	Rates \$230 per night single/double occupancy
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Cut off date to reserve rooms is **March 3, 2023**

W.E Travel Hotel Registration: Ottawa (1-888-676-7747).

Hotel registration link: <https://wetravel.eventsair.com/cupe-on-osbcu-convention-mar-2023>

REGISTRATION:



Credential Type	Fee on or before February 21, 2023	Fee after February 21, 2023
Delegate	\$365	\$440
Alternate	\$365	\$440
Guest	\$365	\$440

Important: if you require small local financial assistance, on-site childcare, or have accessibility requirements (hearing disability, scooter, etc.) please go to the CUPE Ontario website at www.cupe.on.ca and complete the required forms by **February 21, 2023**.

Forms to be send to Winnie Lau @ wlau@cupe.on.ca

Please find below Local eligibility to attend convention in accordance with the OSBCU Bylaws.

Special Needs: If you require any special accommodation needs, please inform W.E. Travel of your request when booking your room(s).

OSBCU 2023 Convention

Monday March 27 to Friday March 31, 2023

Hotel Information

Convention will be held at the Toronto Sheraton Centre. Rooms may be booked through WE Travel (1-888-676-7747)

Locals may register delegates via Hotel registration link:
<https://wetravel.eventsair.com/cupe-on-osbcu-convention-mar-2023>

Registration

The ONLINE registration deadline is **Wednesday, March 22nd, 2023, at 11:59 PM.** All registrations after this date can be done IN PERSON at the convention.

English:
<https://cupe.on.ca/osbcu-convention-2023-registration/>
Password: osbcucscso2023

French:
<https://cupe.on.ca/fr/cscso-2023-inscription-convention/>
Password: osbcucscso2023

Should a local be unable to register online please contact Winnie Lau at CUPE Ontario wlau@cupe.on.ca

Credential Type	Fee on or before Feb 21, 2023	Fee after Feb 21, 2023
Delegate	\$365	\$440
Alternate	\$365	\$440
Guest	\$365	\$440

Eligibility

Local eligibility to attend convention in accordance with the OSBCU Bylaws.

4.1.07 - *No Non-Affiliated Local and/or bargaining unit will be seated or allowed representation at Conventions, Meetings, Committees, Groups or Conferences (with the exception of a Bargaining Conference and/or leadership meetings pertaining to mobilization and/or ratification).*

Representation at Convention

Delegates

4.1.01 At all conventions and conferences of this Council the basis of representation from affiliated local unions paying per capita tax shall be:

Basis of Representation	Maximum Number of Delegates
1 to 100 members	Two delegates
101 to 200 members	Three delegates
201 to 300 members	Four delegates
301 to 400 members	Five delegates
401 to 500 members	Six delegates
501 to 600 members	Seven delegates
601 to 700 members	Eight delegates
701 to 850 members	Nine delegates
851 to 1000 members	Ten delegates

Add one delegate for each additional 500 members. (Article 4.1.02)

Alternate Delegate

4.1.03(b) At the OSBCU Convention the basis of alternate delegate representation from affiliated locals, paying per capita tax, shall be:

No. of members	No. of alternates
75 or less	1
76-500	2
501-1000	3
1001 and up	4

4.1.04 Local unions sending one or more delegates who identify as a member of an equity seeking group (Racialized Workers, 2S-LGBTQ+ Workers, Workers with Disabilities, Women Workers, Young Workers, Francophone, and Indigenous Workers) to the Ontario School Board Council of Unions shall be entitled to one (1) additional delegate.

Locals in arrears

As per OSBCU bylaw 4.1.08 above, locals must be paid up to the end of the first quarter December 31, 2022, in order to receive credentials. Such payment must be received by February 17, 2023.

Locals in arrears may register and make arrangements to pay arrears prior to the start of convention. Any local still in arrears at the start of convention will not receive their credentials at the convention until such time that the arrears are paid in full.

Education Workers Benefit Trust

Our trustees from the EWBT will be providing their annual report on **Monday March 27, at 1:30 pm**. As per the EWBT Trust agreement, this meeting is open to any member who is a beneficiary. Locals need not be affiliated to the OSBCU to attend.

OMERS Presentation

A presentation by our OMERS representatives will take place on **Monday March 27, at 3:30 pm**. This presentation is open to all OMERS members. Locals need not be affiliated to the OSBCU to attend.

On-site Childcare

Should you require on-site childcare please feel free to call CUPE Ontario at (905)-739-9739 or visit the website www.cupe.on.ca to download and complete forms. On-site childcare is dependent on sufficient requests being received. Please note all requests must be received by Winnie Lau (wlau@cupe.on.ca) **February 21, 2023**.

Small Local Assistance

Should your local meet the guidelines and require Small Local Assistance in order to facilitate participation at the convention please contact CUPE Ontario at (905)-739-9739 or visit the website www.cupe.on.ca to download and complete forms. Please note all requests must be received by Winnie Lau (wlau@cupe.on.ca) **February 21, 2023**.

Accommodations

Should you have accessibility requirements (hearing disability, scooter, scent sensitivity, etc.) please contact CUPE Ontario at (905)-739-9739 or visit the website www.cupe.on.ca to download and complete forms. Please note all requests must be received by Winnie Lau **February 21, 2023**.

OSBCU Elections

Elections

In accordance with Article 10 and Schedule C of the OSBCU Bylaws, the following elections/by-elections will take place from the voting Delegates annual convention. (Art 10.1.01):

Health & Safety Representative – (By-Election until 2024)
Trustee – (3-year term)

In accordance with Article 10.01.05(j) of the OSBCU Bylaws, the following by-elections will take place at the 2023 OSBCU Convention:

Area 5 Vice President – (By-Election until 2024 – in Area 5 caucus only)
Area 5 Mobilization (By-Election until 2024 – in Area 5 caucus only)

Information pertaining to the roles of these positions can be found in Article 9 of the OSBCU Bylaws. It is important to note that these positions require the candidate to be able to access book off. These positions are also active over the 12-month period, include work on evenings and weekends and volunteer time. All positions do require the ability to step away from the work of the local and employer at a variety of times with an understanding how these times can and will fluctuate.

Any member who has declared for election to any position, and makes it known in writing to the Secretary Treasurer no later than **February 21, 2023 at 4PM**, shall be given the opportunity to provide a one page, black and white election flyer, or flyer. A copy of the material will be sent to all affiliated locals in advance of the convention. Every effort should be made for election materials to be bilingual. Members are responsible for their own translation costs. Election materials can be submitted to the OSBCU office addressed to Tammy Graham via Mike Maguire at mmaguire@osbcu.ca by **February 21, 2023 at 4PM**.



**OSBCU • CSCSO
CUPE • SCFP**



OSBCU 2023 Convention AGENDA

Monday, March 27th	
1:30 pm – 3:30 pm	Education Workers Benefit Trust (EWBT) Report
3:30 pm– 4:30 pm	OMERS Report & Presentation
4:00 pm – 6:00 pm	Registration
6pm – 9pm	Opening Plenary Greetings

Tuesday March 28th	
8:00 am – 9:00 am	Registration
9:00am – 10:15am	Credential Report President Report 1 st Vice President Report French VP Report Business
10:15 am	BREAK
10:30 – 12:00pm	Panel: People Power Secretary Treasurer's Report Trustees Report
12:00 pm – 1:30pm	LUNCH
1:30pm-3:00pm	Action Plan Campaign for Services
3:15 pm – 3:30 pm	BREAK
3:30 pm – 5:00 pm	Panel: Workers United Budget Ways & Means
5:00 pm	Election Forum

Wednesday March 29th

9:00 am – 10:15 am	Credentials Report Elections: <ul style="list-style-type: none"> • Health & Safety Rep • 3-year Trustee Business
10:15 am – 10:30 am	BREAK
10:30 am – 12:00 pm	Panel: We Killed Bill ... 28 Celebration
12:00 pm – 1:30 pm	LUNCH
1:30 pm – 3:30 pm	Education Session
3:30 pm – 3:45 pm	BREAK
3:45 pm – 5:00 pm	Education Session - continued
5:00 pm	Election Caucus – Area 5 <ul style="list-style-type: none"> • Vice President • Mobilizer

Thursday March 30th

9:00 am – 9:40 am	OSBCU Session #1
9:45 am – 10:25 am	OSBCU Session #2
10:25 am – 10:40 am	BREAK
10:40 am – 11:20 am	OSBCU Session #3
11:25 am – 12:05 pm	OSBCU Session #4
12:05pm – 1:30pm	LUNCH
1:30pm – 3:15pm	Area Break Out – Strategic Plan
3:15 pm – 3:30 pm	BREAK
3:30pm – 5:00 pm	Area Break Out – Implementation
8:00 pm	SOCIAL

Friday March 31st

9:00 am – 12:00 pm	Key note Speaker – Larry Savage Business & Wrap Up
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Information Sessions
40 Minutes
Delegates will pick 4

C-14 & Joint Job Evaluation

Why regular maintenance around JJE is important to ensure our work is properly rated and compensated - how to use C14 language effectively, what constitutes a retention problem vs a recruitment issue

Building Membership Lists

As a result of the central votes, locals have a better handle on their membership lists - this session will look at what needs to be done to maintain these lists and why we should not rely on the employer to do this work for us

How to protect your FTE number

As of February 3rd, all locals should have an FTE number submitted to the central parties. This session will look at how to maintain your FTE counts, how LOU#3 interacts with your FTE counts and how to build campaigns around services by following your FTE numbers closely.

Sick Leave

Our sick leave plan is now a decade old - but are you fully aware of what entitlements you have? When can notes be requested? What is the refresh period? What does top up mean?

Diverse Workforce

Our membership is a rich, diverse group whose involvement strengthens all that we do. This session will look at how you can grow the engagement of equity seekers in your locals.

Working with your Trustees

School board trustees are an untapped resource for us! This session will review the different school board meetings and their impact on CUPE members, the role of school board trustees and how to build working relationships with these elected officials

Solidarity is not dead, working with councils & allies

Fall 2022 saw solidarity come together - but what does solidarity really look like, what role do we as education workers play, how do we interact with councils and allies to grow worker power towards unconditional solidarity in the future

ESA or CA

CUPE Education Workers have entitlements in the workplace from a variety of sources. This session will look at the Employment Standards Act in comparison to our collective agreements and discuss where our entitlements come from

Violence - H&S

Violence in our schools is a pressing issue that needs to be addressed. This session will review what can be done through education and engagement with members through Health and Safety lens

Maintaining member engagement

We often hear & say that member engagement is at an all-time high. This session will look at what member engagement is, what it takes to maintain and grow engagement and why engaging our membership cannot be reduced to only during negotiations.

Public Speaking - Media, Trustee meetings

So many members have "found their voice" through the province wide organizing efforts. This session will provide tools and tips to strengthen your public speaking skills

Cost Share - More than just swag

2022 saw record numbers of locally submitted cost shares. This session will talk about how to effectively use cost shares to support campaigns and grow worker power in your local.

CUPE Education Workshops

3-hour sessions

Delegates will pick 1

Total of 12 – 10 English & Two French. Each English workshop will run 2 sessions simultaneously.

SLS – Ally Skills for Stewards

Effective stewards are champions for human rights and equality. This workshop explores what it means to be an ally, and ways that stewards can step up as allies in the workplace and the union.

LET – Conflict Ready Executive

In this workshop participants will explore:

- The value of conflict for effective groups
- How our beliefs about conflict shape how we respond
- The kinds of conflict executives struggle with
- Productive ways to resolve conflict on an executive

LET – Leading as a Team

In this workshop, executive teams explore power and responsibility that comes with it, how we work in teams and how to balance our leadership styles to engage the membership and work effectively across diversity.

H&S – JHSC Committee & Recommendations

This workshop explores:

- Different types of OH&S legislation that govern us and their hierarchy: laws, regulations, norms, policies, and committees
- How to navigate legislation: finding definitions, citing exact wording with references and the meaning of paragraphs and sub-paragraphs
- The process by which laws are made by governments and tribunals
- How H&S Committee recommendations must be dealt with legally

SLS – Understanding Mental Health

This workshop explores the steward's role in supporting and representing members dealing with mental health issues. Learn how to challenge stigma, and how to approach a conversation with a member about a possible mental health issue.

French Workshops

LET – Conflict Ready Executive

FESL - Exécutif prêt à résoudre des conflits (SCL)

Dans cet atelier, les participants exploreront:

- l'importance du conflit pour un travail d'équipe efficace ;
- l'influence que notre approche au conflit peut avoir sur la façon qu'on y répond ;
- les différents types de conflits au sein d'un exécutif ;
- des façons productives de résoudre un conflit.

LET – Leading as a Team

FESL - Diriger en équipe

Dans cet atelier, l'exécutif explore le pouvoir et la responsabilité associés à son rôle, le fonctionnement du travail d'équipe et l'équilibre nécessaire dépendant du style de leadership pour impliquer les membres et pour travailler efficacement dans la diversité.

**Registration Form for both Education Opportunities and
Information Sessions [HERE](#)**



Ontario School Board Council of Unions

BYLAW AMENDMENTS

Bylaw Amendments OSBCU 2023

Bylaw Amendment No. 1
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

4.1.09 At the annual convention the budget will be presented, debated and ~~approved~~ **accepted** each year

Because:

Housekeeping – the financial year runs January to December – the budget being accepted is already under way at time of acceptance – a budget is a working document and our meetings are annually.

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 2
Submitted by L.3987

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

5.1.01 The per capita tax shall be ~~0.09%~~ **0.05%** of the Local Union's average regular monthly wages to be paid Quarterly.

Because:

Because the Cupe Ontario per capita tax is already outlined in Article 9 (a) 1. Of the Cupe Ontario Constitution of 0.04%

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 3
Submitted by L.3987

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Delete**

5.1.03 ~~The Council shall pay membership fees to CUPE Ontario, on behalf of those Locals which are affiliated to the Council. For Composite Locals, the membership fees shall be for members working in the school board sector only (as outlined in 3.1.01 and the CUPE National Constitution). In the event that the Ontario Division formula for per capita tax changes, the rate in 5.1.01 will reflect the change.~~

Because:

Because the per capita tax language which already exists in the CUPE National and CUPE Ontario Constitutions.

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 4
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

6.1.06 One annual Convention, 4 executive board meeting, ~~minimum of 1 area meeting (2 in a bargaining year)~~ **minimum 3 area meetings (one during annual convention, others may be virtual)** shall be held each year. Additional conferences may be ordered by the Executive Board to deal with the bargaining or other issues of significance.

Because:

Housekeeping

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 5
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

7.1.01 The Officers of the Council shall consist of the President, Secretary-Treasurer, First Vice-President, Francophone Vice- President, ~~Eight~~ **(8) Nine (9)** Area Vice-Presidents, ~~Nine (9)~~ **Ten (10)** Area Mobilization Officers, Health & Safety Representative, Injured Worker Representative, **Equity Representative** and three (3) Trustees.

Because:

Housekeeping – to reflect the new areas added

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 6
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.1.12 It shall be the responsibility of the President to ensure a leave of absence from their employer for the full term of office. The Salary shall be ~~\$63000/year~~ **as per Appendix A of the OSBCU Policy Manual** (plus benefits, vacation pay, and pension contributions). This salary shall increase as per any negotiated increases in the Central Agreement.

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 7
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

- 9.1.13 The Salary and Vacation (Vacation pay shall be ~~equivalent to that of Officers of the Ontario Division as per the collective agreement of their home local~~) referred to above are the minimums. If the Officer's wage/salary (exclusive of overtime) **of their position within the school board (calculated annually)** or vacation entitlement, at the time of their election to the Council, is higher, the higher rate shall apply. The President shall, in order to carry out the day-to-day functions of the Council, utilize the council office. The office shall be located in the Greater Toronto Area and shall be accessible by public transportation.

Because:

Housekeeping – reflects current practice

Convention Decision: Carried Defeated Referred

Bylaw Amendment No. 8
Submitted by L. 3987

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

- 9.2.05 The Secretary-Treasurer shall pay no money unless supported by a cheque **or EFT (Electronic Funds Transfer)** requisition or expense form or request a payment duly signed by one of: The President, the First Vice-President, or the Francophone Vice-President, as determined by the Executive Board.

Because:

Because EFTs are a more cost effective and an alternative way of doing business in our Union.

Convention Decision: Carried Defeated Referred

Bylaw Amendment No. 9
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.2.15 The Salary shall be ~~\$60000/year~~ **as per Appendix A of the OSBCU Policy Manual** (plus benefits, vacation pay, and pension contributions), pro-rated to actual book-off time. The anticipated book-off for this position is 6 months for the first year of the council. The workload will be evaluated after this period.

Because:

Housekeeping – reflects current practice for Secretary-Treasurer

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 10
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.3.05 This position will be paid a daily ~~rate \$192.30/day~~ **as per Appendix A of the OSBCU Policy Manual**. This daily rate shall increase as per any negotiated increases in the Central Agreement.

Because:

Housekeeping – reflects current practice for First Vice-President

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 11
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.3.07 The First Vice-President shall ~~give provide~~ a written report **as well a present a report** at each Annual Convention.

Because:

Housekeeping – reflects current practice for First Vice-President

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 12
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.4.06 This position will be paid a daily rate of ~~\$192.30/day~~ **as per Appendix A of the OSBCU Policy Manual**. This daily rate shall increase as per any negotiated increases in the Central Agreement.

Because:

Housekeeping – reflects current practice for Francophone Vice-President

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 13
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.4.09 The Francophone ~~First~~ Vice President shall ~~give~~ **provide** a written report **and present a report** at each Annual Convention and at each meeting of the Executive Board.

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 14
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.5.03 c) Regularly communicate **with local leaders in their respective Areas to determine regarding** the needs of the Locals ~~in their respective Areas~~, in order to properly represent their Areas at Council Executive Board meetings and to properly discharge their duties in respect of **central** and coordinating **local** bargaining.

Because:

Housekeeping – reflects current practice for Area Vice-Presidents

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 15
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: Amend

9.5.09 The French ~~First~~ Vice President shall ~~give provide~~ **and present a report** a written report at each Annual Convention and at each meeting of the Executive Board.

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 16
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.10.03 The Health & Safety Representative shall ~~report in writing~~ **present a written report** to the Executive Board Meetings and to the Annual Convention on Health & Safety issues. The Health & Safety Representative shall report in writing monthly via OSBCU Activity Reports.
The Health & Safety Representative shall report in writing for the CUPE Ontario Health and Safety Injured Workers Conference and other CUPE Ontario Health & Safety meetings.
There may be other reports in writing required for this role depending on committees/workload one might be assigned.

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 17
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.11.03 The Injured Worker Representative shall ~~provide a written report to the Executive Board meetings~~ **present a written report to the Executive Board Meetings and to the Annual Convention** on Injured Worker issues. **The Injured Worker Representative shall report in writing monthly via OSBCU Activity Reports. The Injured Worker Representative shall report in writing for the CUPE Ontario Health and Safety Injured Workers Conference and other CUPE Ontario Health & Safety meetings. There may be other reports in writing required for this role depending on committees/workload one might be assigned.**

Because:

Housekeeping – reflects current practice

Convention Decision: Carried Defeated Referred

Bylaw Amendment No. 18
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

9.12.05 The Equity Worker Representative shall ~~provide a written report to the Executive Board meetings~~ **present a written report to the Executive Board Meetings and to the Annual Convention** on Equity Workers issues. **The Equity Representative shall report in writing monthly via OSBCU Activity Reports. There may be other reports in writing required for this role depending on committees/workload one might be assigned.**

Because:

Housekeeping – reflects current practice

Convention Decision: Carried Defeated Referred

Bylaw Amendment No. 21
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.02 The ~~Bargaining Support~~ **Central Strike** Committee shall be assisted by the Council's Staff, National Staff assigned to the sector and such other CUPE Staff as is necessary.

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 22
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.03 Each local ~~may~~ shall ~~select a representative per bargaining unit~~ **designate a Local Strike Committee per local** to work with the ~~Bargaining support~~ **Central Strike committee. Members of Local Strike Committees should not be members of local bargaining teams or trustees.**

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 23
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.04 The ~~Bargaining Support~~ **Central Strike Committee** shall work with the Local President ~~or designate~~, and **Local Strike Committee** to:

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 24
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.04 b) Assist the Local in **organizing**, mobilizing and implementing the ~~Bargaining Support~~ **Central Strike** strategy approved at the ~~Bargaining~~ **Leadership** Conference.

Because:

Housekeeping – reflects the current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 25
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.04 c) In the event of a strike (**either local or central**), assist in coordinating the strike actions of Locals in the area.

Because:

Housekeeping – reflects the current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment No. 26
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.05 The ~~Bargaining—Support~~ **Central Strike** Committee shall be responsible for reporting back to the Bargaining Committee progress in terms of **organizing and member** mobilization.

Because:

Housekeeping - reflects the current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment: No. 27
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.06 ~~The Area Mobilization Officers~~ **Members of the Bargaining Support Central Strike** Committee shall liaise with Allies and Organizations in their Area. **This should include CUPE District Councils, Labour Councils and Community Organizations**

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment: No. 28
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.07 The ~~Bargaining Support Central Strike~~ Committee shall ensure that Locals have access to applicable training and education (such as strike training). **Members of the committee may be required to facilitate these educational opportunities, training for facilitation will be required.**

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment: No. 29
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.08 The ~~Bargaining Support Committee~~ **OSBCU Executive Board** shall develop a ~~Bargaining Support Central Strike~~ Strategy, which will be presented for approval at the ~~Bargaining Leadership~~ Conference.

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment: No. 30
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

11.2.10 The ~~Bargaining Support Central Strike~~ Committee shall have access to Strike Support from both CUPE National and CUPE Ontario.

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment: No. 31
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

14.1.03 When attending meetings of, or on behalf of, the Council, members shall receive expenses ~~equal to that paid by the Ontario Division as per the OSBCU Policy Manual~~, as amended from time to time

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment: No. 32
Submitted by CUPE Local 5555

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Add**

14.1.05 e) **Valet parking where there is a cost, for members of the Executive, Area VP's or Area Mobilizers, with the exception of the President of OSBCU, will not be permitted.**

Because:

- Valet parking is expensive
- Self-parking is easily accessible and fiscally responsible

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment: No. 33
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

- 14.1.06 When Executive Council, or other affiliated members, are required to have leave of absence from their employment to work on behalf of the Council, the Council shall reimburse the Employer/Local for lost wages, and the council member(s) directly for normal expenses such as transportation, meals and accommodations allowances (as per **CUPE Ontario OSBCU** Policies, as amended from time-to-time). All members must have prior permission from the President before undertaking any duties on behalf of the Council or Executive Board. The Council operates on the basis of payment for lost time and in no case shall any remuneration be paid for overtime or income from outside employment.

Because:

Housekeeping – reflects current practice

Convention Decision: Carried Defeated Referred

Bylaw Amendment: No. 34
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

- 14.1.07 The following representatives shall receive ~~\$100.00 per month as~~ a responsibility allowance: First Vice-President, Francophone Vice-President, Area Vice-Presidents, Area Mobilization Officers, Health and Safety Representative, Equity Worker Representative, and the Injured Workers Representative. **The amount of this remuneration is per Appendix A in the OSBCU Policy Manual. This allowance shall increase at the same rate as negotiated pay increases for the general membership.** Payment of this responsibility allowance is contingent to the submission of approved activity reports

Because:

Housekeeping – reflects current practice

Convention Decision: Carried Defeated Referred

Bylaw Amendment: No. 35
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

17.1.01 All documents must be translated into the two official languages that are English and French. For further clarity, when sending out documents they ~~must shall~~ be sent in both languages at the same time **whenever possible**.

Because:

Housekeeping – reflects current practice

Convention Decision: **Carried** **Defeated** **Referred**

Bylaw Amendment: No. 36
Submitted by OSBCU Executive Board

The Ontario School Board Council of Unions will amend the OSBCU Bylaws as follows: **Amend**

Appendix E

Appendix E Local in Areas

Area #	Locals in Area	%
1	27, 1238, 1348, 1358, 2512, 3615, 4168, 4186, 4222, 4299, 7575	14.0
2	256, 1011, 1176, 1317, 3166, 3396, 3447, 4153, 4156, 4605 , 5100, 5200	12.3
3A 3	4400, 1328, 3155, 1483, 1628, 2544, 2026	23.4
3B 4	1196, 1280, 1328 , 1571, 1628 , 1734, 2026 , 2331, 2544, 3155, 1483 , 4340, 5476, 1310, 3987	23.3
4 5	218, 997, 1310 , 1453, 3987 , 5555	11.2
5 6	1480, 1022, 1202, 1247, 1321 , 1479, 2357, 3689, 4154 , 5678, 4155, 4297 , 5335	11.9
7	1202, 1247, 1321, 2357, 4154, 4155, 4297, 5335	
6 8	16, 895, 1165, 1369, 2799, 4681, 8888, 4274, 4865, 7777, 895 , 4148	3.1
7 9	65, 1939, 2486	0.8

Because:

The Central Strike has shown where amendments need to be made in order to properly service the locals. Some areas are far too large, others require better alignment.

Convention Decision: **Carried** **Defeated** **Referred**

:kw/cope491