

# 2024 OSBCU Convention

March 24<sup>th</sup> –March 28<sup>th</sup>, 2024



## LOCATION/ HOTEL RESERVATIONS

SECOND CALL

<b>Sheraton Parkway North</b> <a href="#">600 Highway 7</a> <a href="#">Richmond Hill ON</a> <a href="#">L4B 1B2</a>	<b>Rates</b> Premium / Superior Room \$199 Premium / Superior Suite \$234 Club Room \$269 Club Suite \$ 304 Best Western \$179
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Cutoff date to reserve rooms is **March 18, 2024**  
W.E Travel Hotel Registration: Ottawa (1-888-676-7747).  
Hotel registration link: <https://weuniontravel.ca/>



### REGISTRATION:

Credential Type	Fee on or before March 1, 2024	Fee after March 1, 2024
Delegate	\$450	\$500
Alternate	\$450	\$500
Guest	\$450	\$500

**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](http://www.cupe.on.ca) and complete the required forms by **February 24, 2024**.

Forms to be send to Winnie Lau @ [wlau@cupe.on.ca](mailto: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 2024 Convention

Sunday March 24 to Thursday March 28, 2024

## Hotel Information

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

Locals may register delegates via Hotel registration link: <https://weuniontravel.ca/>

## Registration

The ONLINE registration deadline is **Monday March 18, 2024, at 11:59 PM.**

All registrations after this date can be done IN PERSON at the convention.

English:

<https://cupe.on.ca/event-registration-2024-osbcu-convention/>

French:

<https://cupe.on.ca/fr/inscription-septieme-congres-cscso-2024/>

NEW:

OSBCU Activist Award is presented to a CUPE education worker member whose leadership has significantly impacted and strengthened the Provincial labour movement and community. Nominations will be accepted until **March 18, 2024**

## OSBCU Activist Award Nomination Form

*Should a local be unable to register online please contact Winnie Lau at CUPE Ontario [wlau@cupe.on.ca](mailto:wlau@cupe.on.ca)*

Credential Type	Fee on or before March 1, 2024	Fee after March 1, 2024
Delegate	\$450	\$500
Alternate	\$450	\$500
Guest	\$450	\$500

## 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:

<b>Basis of Representation</b>	<b>Maximum Number of Delegates</b>
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:

<b>No. of members</b>	<b>No. of alternates</b>
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 **Sunday March 24, 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 **Sunday March 24, 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 <https://cupe.on.ca/cupe-ontario-on-site-child-care-registration/> 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 24, 2024**.

### 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](http://www.cupe.on.ca) to download and complete forms. Please note all requests must be received by Winnie Lau (wlau@cupe.on.ca) **February 24, 2024**.

### Accommodations

Should you have accessibility requirements (hearing disability, scooter, scent sensitivity, etc.) please contact CUPE Ontario at (905)-739-9739 or visit the website <http://www.cupe.on.ca/access-request-form/> to download and complete forms. Please note all requests must be received by Winnie Lau **February 24, 2024**.

## OSBCU Elections

### ARTICLE 10      ELECTIONS

As per Article 10.1.01 through to 10.1.04 of the OSBCU Bylaws, the following elections will take place during the 2024 OSBCU Convention:

<b>Position</b>	<b>Election Forum</b>
<b>President</b>	Elected at large by the voting Accredited Delegates
<b>Secretary Treasurer</b>	Elected at large by the voting Accredited Delegates
<b>First Vice President</b>	Elected at large by the voting Accredited Delegates
<b>Health &amp; Safety Representative</b>	Elected at large by the voting Accredited Delegates
<b>Injured Worker Representative</b>	Elected at large by the voting Accredited Delegates
<b>Equity Representative</b>	Elected at large by the voting Accredited Delegates
<b>Trustee (3 year)</b>	Elected at large by the voting Accredited Delegates
<b>Francophone Vice President</b>	Elected by the eligible voting Accredited Delegates at the Francophone Caucus
<b>Francophone Mobilization Officer</b>	Elected by the eligible voting Accredited Delegates at the Francophone Caucus
<b>Area Vice President</b> – one (1) in each of the 7 areas	Elected by the eligible voting Accredited Delegates at the Area Caucuses

10.1.05(a) In order to be eligible for election, or re-election, to any office, a Candidate must be an Accredited Delegate to the Annual Convention.

10.1.05(b) No Delegate may be nominated for Office unless present at the Annual Convention as an accredited delegate.



**OSBCU • CSCSO  
CUPE • SCFP**



## OSBCU 2024 Convention AGENDA

### Sunday, March 24th

<b>1:30 pm – 3:30 pm</b>	Education Workers Benefit Trust (EWBT) Report
<b>3:30 pm – 4:30 pm</b>	OMERS Report & Presentation
<b>4:00 pm – 6:00 pm</b>	Registration
<b>6pm – 9pm</b>	Opening Plenary Greetings

### Monday, March 25th

<b>8:00 am – 9:00 am</b>	Registration
<b>9:00am – 10:15am</b>	Credential Report President Report 1 <sup>st</sup> Vice President Report French VP Report Business
<b>10:15 am</b>	BREAK
<b>10:30 – 11:45am</b>	Panel “The Road Ahead”
<b>11:45am-12:00pm</b>	Activist Award Presentation
<b>12:00 pm – 1:30pm</b>	LUNCH
<b>1:30pm-3:00pm</b>	Secretary Treasure Report Trustees Report Budget Ways & Means
<b>3:30 pm – 3:45 pm</b>	BREAK
<b>3:45 pm – 4:30 pm</b>	Action Plan
<b>4:30 pm – 5:00 pm</b>	Bystander Training
<b>5:00 pm</b>	Election Forum

## Tuesday, March 26th

9:00 am – 10:15 am	Credentials Report Elections: <ul style="list-style-type: none"> <li>• President</li> <li>• Treasurer</li> <li>• VP</li> </ul> Retirees – Steven Seaborn  Climate Justice – Amy Cromwell
10:15 am – 10:30 am	BREAK
10:30 am – 12:00 pm	Business
12:00 pm – 1:30 pm	LUNCH
1:30 pm – 3:00 pm	Elections: <ul style="list-style-type: none"> <li>• H&amp;S Rep</li> <li>• Injured Worker Rep</li> <li>• Equity Rep</li> <li>• Trustee (3 year)</li> </ul>
3:00 pm – 3:15 pm	BREAK
3:15 pm – 5:00 pm	Area Elections
5:00 pm	Francophone Caucus Election & Caucus

## Wednesday, March 27th

9:00 am – 9:30am	Keynote Speaker – Quebec Common Front
9:30am-10:15am	Services Campaign
10:15 am – 10:30 am	BREAK
10:30 am – 12:00 am	Campaign for Services
12:00pm – 1:30pm	LUNCH
1:30pm – 3:15pm	OSBCU Education
3:15 pm – 3:30 pm	BREAK
3:30pm – 5:00 pm	OSBCU Education
8:00 pm	SOCIAL

## Thursday March 28th

9:00 am – 12:00 pm	Guest speaker  Swearing in of new executive  Business & Wrap Up
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## CUPE Education Workshops

**3-hour sessions. Delegates will pick 1.**

**Total of 6 – 6 English (Health and Safety will be offered with interpretation) & 1 French. Each English workshop will run simultaneously.**

### Sick Leave and the Central Agreement (English with translation devices provided)

In this workshop participants will explore:

- How Attendance Management Programs interact with CA sick leave rights
- Recourse when Management erroneously includes chronic illness in AMP absences
- Grievance/Mediation/Arbitration review

### The Importance of Membership Lists

In this workshop participants will explore:

- Essentials of having updated contact lists
- Information security and legislation
- Uses of membership contact information
- Internal information gathering

### Cost Shares

In this workshop participants will explore:

- When are cost shares a valid option?
- b) When must cost shares be submitted?
- c) What steps must be taken to submit a cost share plan?
- d) Who needs to prepare and submit cost shares?

### Your Union Structure

In this workshop participants will explore:

- A combination of the overall national structure of our union but also the history and structure of OSBCU.
- What is available but how they can draw upon union resources to help fight the government and CTA at the central table and succeed locally.



## Hate Through Education

In this workshop participants will explore:

- The growth of hate in our society and workplaces and how they can combat it through education and union work.
- Current world issues and how they affect our workplace and our role in combating it.

## Health and safety - Worked and Overworked

In this workshop participants will explore:

- Workload, the causes and effects of overwork, and strategies to overcome
- The ever-increasing workload is damaging not just our health at work, but the relationship we have outside of work.

## **French Workshops**

### Santé et sécurité - Travaillé et surmené

- **Risques touchant de plus en plus de membres du SCFP et lorsque les travailleurs ont trop de tâches et trop peu de temps pour les accomplir.**

To register for OSBCU Convention Education: [Register Now!](#)



# **Ontario School Board Council of Unions**

## **BYLAW AMENDMENTS**

**Bylaw Amendments OSBCU 2024**

**Bylaw Amendment: No. 1**  
**Submitted by OSBCU Executive Board**

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

5.1.02 All Per Capita tax shall be paid upon receipt of invoice. Per Capita payments in arrears of more than two (2) months will be charged interest in accordance to the CUPE National Constitution (Article 14.5)

Because:

This is in line with the National Constitution to address the issue of outstanding payments.

**Convention Decision:            Carried                            Defeated                            Referred**

**Bylaw Amendment: No. 2**  
**Submitted by L.7575**

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

10.1.05 (i) In the event of a vacancy in the office of the First-Vice - President, The Council Executive shall appoint an acting First Vice-President, from among the Area Vice-Presidents **OSBCU Executive Board, excluding Table Officers** who shall perform the duties of the first Vice-President until the next Council Convention, at which time a successor may be elected for the duration of the term.

Because:

All Executive Board Members should be versed in the Collective Agreement and have the skills and ability to perform the duties as required. This change ensures equity throughout the Executive Committee when filling the vacancy in the office of the First Vice President.

**Convention Decision:            Carried                            Defeated                            Referred**

**Bylaw Amendment: No. 3**  
**Submitted by OSBCU Executive Board**

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

- 10.1.05 (k) In the event of a Vacancy of the Equity Worker Representative, Health & Safety Representative, Injured Workers Representative or Trustee, an Executive Board meeting will be convened to appoint a member to the position until the next council convention. First consideration will be given to candidates who ran in the election at convention. If there are no candidates, a call for an expression of interest will be sent to all affiliated locals and the Executive Board will appoint from submissions made.

Because:

Housekeeping. Codifies current practice for addressing vacant Executive Board positions.

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

**Bylaw Amendment: No. 4**  
**Submitted by OSBCU Executive Board**

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

- 11.1.04 All fees outlined in 11.1.03 shall be paid upon receipt of invoice. All payments in arrears of more than two (2) months will be charged interest In accordance to the CUPE National Constitution (Article 14.5)

Because:

This is in line with the National Constitution to address the issue of outstanding payments.

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

**Bylaw Amendment: No. 5**  
***Submitted by OSBCU Executive Board***

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

**11.5**                    **CONVENTION COMMITTEES**

There shall be four (4) Convention committees, namely, Credentials, Resolutions, Ways and Means, and Bylaws. All members of committees shall be appointed by the Executive Board based on applications submitted. All appointees must register as delegates to the convention. Convention Committees will be supported by members of the Executive Board. All committees shall be notified as early as possible prior to the opening of the Convention. The President shall be empowered to convene such committees prior to the opening of the Convention and their term of appointment shall expire at the adjournment of the Convention.

Because:

Housekeeping. Reflects current practice

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

**Bylaw Amendment: No. 6**  
***Submitted by OSBCU Executive Board***

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

**Article 12**                    **Bylaw Amendments & Resolutions**

Because:

Housekeeping. Reflects current practice

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

**Bylaw Amendment: No. 7**  
**Submitted by OSBCU Executive Board**

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

**12.1.01**      **All bylaw amendments to be considered at a Convention must be submitted by an affiliated local or by the Executive Board of the OSBCU,** ~~Written notice of amendments to the bylaws will be accepted from affiliated locals only,~~ and are to be provided to the Secretary Treasurer, no later than 90 days prior to Convention, for inclusion in the second convention call distributed to locals. Bylaw amendments must include existing article and proposed changes of said article. The rationale shall be no more than two hundred (200) words, submitted on the template provided and signed by the presiding officer and secretary of such affiliate.

Because:

Housekeeping. Reflects current practice

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

**Bylaw Amendment: No. 8**  
**Submitted by OSBCU Executive Board**

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

**12.1.06**      All resolutions to be considered at a Convention must be submitted by an affiliated local or an area, by the Executive Board of the OSBCU, or committee thereof, and are to be provided to the Secretary-Treasurer, no later than 90 days prior to the Convention for inclusion in the second convention call distributed to locals. Resolutions must not exceed two hundred (200) words in total, submitted on template provided and signed by the presiding officer of the group submitting the resolution.

Because:

Housekeeping. Reflects current practice

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

**Bylaw Amendment: No. 9**  
**Submitted by OSBCU Executive Board**

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

**12.1.07** Resolutions dealing with matters that have arisen less than 90 days prior to the Convention must be submitted to the Convention Office by an affiliated local, area, Executive Board of the OSBCU or committee thereof and must not exceed two hundred (200) words in total and reference the date of the matter being dealt with in the emergency resolution. The emergency resolution will be signed by the presiding officer of the party submitting. The Executive Board will review the date the matter arose to determine if the matter meets the emergency criteria and if approved it can only be dealt with on majority consent of the delegates in Convention and after two (2) hours of providing the resolution to the delegates.

Because:

Housekeeping. Reflects current practice

**Convention Decision:            Carried                            Defeated                            Referred**

**Bylaw Amendment: No. 10**  
**Submitted by OSBCU Executive Board**

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

**14.1.07** The following representatives shall receive 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. Payment of this responsibility allowance is contingent to the submission of **monthly** approved activity reports **at the end of each month. A two (2) week extension may be granted upon request to the President. It is understood that should reports not be submitted by deadline, the responsibility allowance will not be paid.**

Because:

Housekeeping. Reflects current practice

**Convention Decision:            Carried                            Defeated                            Referred**



# **Ontario School Board Council of Unions**

## **RESOLUTIONS**

**Resolutions OSBCU 2024**



**Resolution No. 1**  
**Submitted by Area 4**

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The Ontario School Board Council of Unions will:

Work with CUPE National to maintain the consistency of local bargaining by ensuring that the National Representative continues with the Area Locals until the end of local bargaining.

Should a National Representative be required to move positions, transition to incoming or outgoing positions will be completed once the National Representative has finalized all local bargaining contracts for the OSBCU members that they service.

Because:

- a new National Representative would not be familiar with the local's process.
- locals and the current National Representative have a relationship.
- it could disrupt the process of bargaining for the local
- there could be a delay in the local bargaining process to familiarize the with multiple National Representative locals.

**Convention Decision:      Carried                      Defeated                      Referred**

**Resolution No. 2**  
**Submitted by L.7575**

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The Ontario School Board Council of Unions will:

Work with CUPE Ontario to develop a Violence Campaign to advocate for Education Worker support, to address the increase of violent incidents, and the severity of injuries to Education Workers.

This should include but is not limited to providing materials to all Locals to assist with any cost share campaign's that Locals may want to implement for their areas.

Because:

With the rising number of violent incidents and injuries to all Education Workers and the the lack of support from the Boards and Provincial Government, we need create public awareness around Violence in Schools to gather support from communities, and gain government attention to the severe crisis we are experiencing in the Education Sector.

**Convention Decision:      Carried                      Defeated                      Referred**

**Resolution No. 3**  
***Submitted by OSBCU Member Engagement Committee***

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The Ontario School Board Council of Unions will:

With the assistance from the OSBCU Member Engagement Committee and in conjunction with Locals, develop a Retiree's database stemming from the BILL 124 membership list gatherings with the aim of forming a Retiree' Committee in order to, among other things assist with Rallies, protest, strikes support and OSBCU Fly Squad and otherwise engage politically.

Because:

We need to utilize all our members connections, and skills and abilities that stem from them. This will help grow our network and have members ready to deploy at a moments notice to important events throughout the province, as well as the OSBCU Political Action Committee is hoping for trustee and MPP Candidates for the next round of Provincial Elections.

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

**Resolution No. 4**  
***Submitted by L.2544***

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The Ontario School Board Council of Unions will:

Have negotiations debrief at every convention following the completion of central negotiations with all Locals under OSBCU including but limited to strike actions, what worked/what didn't work and what can be done better.

Because:

OSBCU needs to help Locals get stronger when prepping for all aspects. We need leaders across Ontario to provide information where all Locals can hear the true stories from the ground.

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

**Resolution No. 5**  
***Submitted by***

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The Ontario School Board Council of Unions will:

Hold a 2-day leadership meeting with Locals after every Central Negotiations has been completed, to breakdown central language. Locals will send up to 2 delegates to discuss central disputes vs Local grievances.

Because

Locals need to know the fastest route possible to resolve issues through the grievance process and need to understand fully the meaning of the language to know what avenue to take.

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

**Resolution No. 6**  
***Submitted by L.2512***

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The Ontario School Board Council of Unions will:

Compile a list to share with other locals on what items they are bargaining at the local table and upon completion of bargaining provide a list of top items that were successful

Because:

The sharing of bargained items would be a great benefit so that we can bargain the same issues and gain wins together.

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

**Resolution No. 7**  
**Submitted by**

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The Ontario School Board Council of Unions will:

Work with the Membership Engagement Committee, as well as in conjunction with all Locals to ensure that all memberships lists are accurate and up to date. This would include, but is not limited to, members addresses, phone numbers, non-employer email addresses.

Because:

As we saw in our last round of bargaining the huge importance of having the ability to connect with all the members at a moments notice. This was a massive undertaking and took valuable time away from the conversations that should have been happening to get all the members mobilized and ready for anything that would come next.

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

**Resolution No. 8**  
**Submitted by L.2544**

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The Ontario School Board Council of Unions will:

Create a working committee to prepare and recommend stronger C14 language for the upcoming negotiations to address wages for positions that would fall under C14 and to help Locals fight back their employers to force them to address these positions.

Because:

OSBCU needs to take action fast because the future for the positions that fall under C14 will be gone. These positions wages are becoming unfillable across Ontario.

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

**Resolution No. 9**  
**Submitted by L.2512**

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The Ontario School Board Council of Unions will:

Review all Collective Agreements that have vacation allocations that would benefit all members of the education sector and share with local leaders.

Because:

Other locals have clear language that states that they have vacation that can be used during the Christmas and March Break, summer, and other times during the school year.

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

**Resolution No. 10**  
**Submitted by L.2512**

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The Ontario School Board Council of Unions will:

Research the cost for benefit language for those members in Long Term Assignment and supply list who work less than 15 hours per week. That they be eligible for reasonable rates at 90 percent coverage.

Because:

Members are always asking for benefits for Long Term Assignment and supply. Would be beneficial to the members and the employer to enhance employment and retention issues.

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