

2025 OSBCU Convention

March 18th – March 22nd, 2025



Destination 2026

SECOND CALL

Westin Ottawa \$285.00/night

Plus, applicable taxes & fees

Cut-off Date: February 20, 2025

Please note: Guest room reservation are to be made through W.E. Union Travel.

Registration Fees:

*On-line registration will be closed 5 business days prior to the convention

Credential Type	Fee on or before March 18, 2025
Delegate	\$450.00
Alternate	\$450.00
Guest	\$450.00

***No refunds or cancellations will be available after March 10, 2025**

***Full payment must be received by March 18, 2025, otherwise a late fee of \$100 will be applied to each delegate.**

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 24, 2025.

2025 OSBCU Convention – Second Call

Hotel Information

Convention will be held at the [The Westin Ottawa](#).

Phone: 1(888) 676-7747 [Mention **OSBCU Convention** when booking your room(s)]

Guestroom booking link: <https://wetravel.eventsair.com/cupe-on-osbcu-convention-mar-2025>

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

Travel Plan:

Official Travel Partners into Ottawa are Air Canada & VIA Rail. Standard fares are eligible for a 5% discount and all other fares are 10% discount when you book your travel with our official travel agency, W.E. Union Travel. (Basic fares are not applicable.) To receive the discount, you will require a credit card number for processing. W.E. Union Travel will provide the lowest possible fare at the time of reservation. Fares are guaranteed only once the tickets are issued.

Booking Phone Number: 1(888)-676-7747

AIR CANADA CODE: THAKWMC1

VIA RAIL CODE: 710696

Registration

The [ONLINE](#) registration deadline is **Monday March 10, 2025, at 11:59 PM.**

All registrations after this date can be done [IN PERSON](#) at the convention.

English:

<https://cupe.on.ca/event-registration-osbcu-convention-2025/>

French:

<https://cupe.on.ca/fr/inscription-congres-cscso-2025/>

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

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

Affiliated Locals are entitled to the following representation (Article 4.1.01)

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

To be entitled to representation at Convention, a Local Affiliated Union shall have paid per capita tax up to and including **December 31st, 2024** (Article 4.1.08). Such payment must be received by **February 10, 2025**.

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.

Additionally, Article 6.7 of the National Constitution provides that no organization in arrears two (2) or more months with per capita tax payments to the National Union will be allowed representation at Convention.

The membership upon which the per capita payment for the last quarter of the calendar year preceding Convention is made shall be used for the purpose of determining delegate representation at Convention.

Education Workers Benefit Trust

EWBT Representatives will be providing their annual report on **Tuesday March 18, at 1:30 pm**. As per the EWBT Trust agreement, this meeting is open to any member who is a beneficiary. Locals do not need to be affiliated to the OSBCU to attend.

OMERS Presentation

A presentation by our OMERS representatives will take place on **Tuesday March 18, at 3:30 pm**. This presentation is open to all OMERS members. Locals do not need to be affiliated to the OSBCU to attend.

On Site Childcare

Through CUPE Ontario, OSBCU provides an on-site childcare service for delegates. This service is provided by licensed Early Childhood Educators. On-site childcare is based on sufficient requests being received. Please submit your request by filling out the childcare request form by **February 24, 2025**.

The link to the childcare request form can be found here: <https://cupe.on.ca/cupe-ontario-on-site-child-care-registration/>

Local Assistance Form

Local Unions that meet certain criteria, including locals having less than 100 full-time members, locals north of the French River, or locals that are currently on strike, may apply to receive a travel and registration fee subsidy.

If you believe your local may meet these criteria, and if your local requires a subsidy to attend Convention, [please click here to complete the Local Assistance Form](#) prior to **February 24, 2025**.

Accessibility at our Convention

Through CUPE Ontario, OSBCU strives to ensure that persons with disabilities have equal access to our conferences and events in a manner that fully respects their dignity and independence. Wherever possible, our services are provided to persons with disabilities and others in an integrated fashion – unless an alternate measure is necessary in order to enable a person with a disability to obtain, use, or benefit from our services.

If you require ASL interpretation or any other accessibility accommodations, please submit your request by filling out the access request form by **February 24, 2025**.

The link to the access request form can be found here: <https://cupe.on.ca/access-request-form/>

OSBCU Activist Award



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 7, 2025**.

[OSBCU Activist Award Nomination Form](#)

OSBCU 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:

Position	Election Forum
Secretary Treasurer	By-election, term ending in 2027 / Elected at large by the voting Accredited Delegates
Health & Safety Representative	By-election, term ending in 2027 / Elected at large by the voting Accredited Delegates
Trustee (3 year)	Elected at large by the voting Accredited Delegates
Area 3 Vice President	By-election, term ending in 2027 / Elected by the eligible voting Accredited Delegates at the Area Caucus
Area 6 Mobilization Officer	By-election, term ending in 2027 / Elected by the eligible voting Accredited Delegates at the Area Caucus
*New vacancies since delivery of First Call	

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 2025 Convention AGENDA

Tuesday, March 18th	
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
6:00 pm – 9:00 pm	Opening Plenary Greetings Anti-Racism Organizational Action Plan (AROAP)

Wednesday, March 19th	
8:00 am – 9:00 am	Registration
9:00 am – 10:15 am	Credential Report President Report 1 st Vice President Report French VP Report Business
10:15 am – 10:30 am	BREAK
10:30 am – 12:00 pm	OSBCU Strategic Plan
12:00 pm – 1:30 pm	LUNCH
1:30 pm – 3:00 pm	Business Secretary Treasure Report Trustees Report Budget Ways & Means
3:30 pm – 3:45 pm	BREAK
3:45 pm – 5:00 pm	Business
5:00 pm – 5:45 pm	Election Forum
5:45 pm* – 6:30 pm *at conclusion of election forum	Area By Elections

Thursday, March 20th

9:00 am – 10:15 am	Credentials Report Business <ul style="list-style-type: none"> • Bylaws/Resolutions
10:15 am – 10:30 am	BREAK
10:30 am – 11:20 am	Business
11:20 am – 11:40 am	CUPE Ontario's Retiree Network
11:40 am – 12:00 pm	Climate Justice Presentations
12:00 pm – 1:30 pm	LUNCH
1:30 pm – 3:00 pm	Elections: <ul style="list-style-type: none"> • Secretary Treasurer • H&S Rep • Trustee (3 year) Business Activist Award Presentation
3:00 pm – 3:15 pm	BREAK
3:15 pm to 5:00 pm	Area Breakout – Strategic Plan

Friday, March 21st

9:00 am – 9:45 am	Keynote Speaker – Education Workers Uniting to Win Alex Caputo-Pearl (UTLA and Los Angeles Community Schools Initiative)
9:45 am – 10:30 am	Services Campaign Follow-up
10:30 am – 10:45 am	BREAK
10:45 am – 12:00 pm	Equity Panel
12:00 pm – 1:30 pm	LUNCH
1:30 pm – 3:15 pm	OSBCU Education
3:15 pm – 3:30 pm	BREAK
3:30 pm – 5:00 pm	OSBCU Education
5:00 pm – 6:00 pm	French Caucus
8:00 pm	SOCIAL

Saturday, March 22nd

9:00 am – 9:15 am	Swearing in of new executive members
9:15 am – 9:45 am	Special Guest Speakers – Violence & Harassment Against Educators Darcy Santor & Chris Bruckert (University of Ottawa)
9:45 am – 12:00 pm	Business & Wrap Up

CUPE Education Workshops

3-hour sessions. Delegates will pick 1.

Combatting Hate Through Education

In this workshop, participants will delve into the pressing issue of hate in our society and workplaces. Through a combination of education and union work, attendees will learn effective strategies to combat hate and foster a more inclusive environment. The course will cover current global issues and their impact on the workplace, empowering participants to understand their role in addressing these challenges and promoting a safer and more equitable workplace.

Organizing for Power

This is an introductory workshop on organizing the level of worker power unions need to win improvements within and outside the workplace. Participants are introduced to the core concepts behind structure-based organizing, which can be used to build high participation worker power at each local union. Participants will be briefly introduced to “building block” organizing methods such as organic leader identification, structured organizing conversations, and charting.

Building Membership Lists

This workshop builds on basic organizing concepts and will walk participants through how local unions can get, sort, and consistently maintain membership lists required for organizing workplace power. Participants are encouraged to bring their membership lists to this workshop. Each Local attending the conference is encouraged to send one delegate to this workshop from your Local Executive.

Understanding Mental Health

Explore 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.

Working with Trustees and Improving Public Speaking

Building relationships with school board trustees is often a missed opportunity. This session will explain the different types of school board meetings and why they matter for CUPE members. You’ll learn what trustees do and how to collaborate with them. You’ll also get practical tips to improve your public speaking skills, helping you communicate better with the media and in trustee meetings. Join us to learn how to effectively represent your union.

CUPE 101

In this workshop, participants will explore the national structure of our union alongside the history and framework of OSBCU. The session will provide insights into the resources available and how members can leverage these tools to effectively challenge government policies. Attendees will gain a deeper understanding of union dynamics and learn strategies to achieve success both at the central table and within their local.

Is it central or local?” Demystifying the SBCBA (French translation will be available at this workshop.)

This workshop will analyze how the School Boards Collective Bargaining Act, 2014 shapes collective bargaining negotiations, and grievance and arbitration procedures, with the goal of developing a more precise analysis of what we are really asking when we raise the question: “central or local?”



Ontario School Board Council of Unions

BYLAW AMENDMENTS

Bylaw Amendments OSBCU 2025

Bylaw Amendment: No. 1
Submitted by OSBCU Executive Board

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

4.1.04 Local unions sending one or more delegates who identify as a member of an equity seeking group (Racialized Workers, ~~2S-LGBTQ+~~ **2SLGBTQIA+** 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.

Because:

Housekeeping

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

Bylaw Amendment: No. 2
Submitted by OSBCU Executive Board

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

11.4.01 The Equity Committee shall consist of 7 Members-at-Large representing each of the Equality Representative groups (must include Racialized Workers, ~~2S-LGBTQ+~~ **2SLGBTQIA+** Workers, Workers with Disabilities, Women Workers, Young Workers, Francophone, and Indigenous Workers).

Because:

Housekeeping

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

Bylaw Amendment: No. 3
Submitted by L.5335

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

11.4 THE EQUITY COMMITTEE

11.4.01 The Equity Committee shall consist of 7 Members-at-Large representing each of the Equality Representative groups (must include Racialized Workers, 2S-LGBTQ+ Workers, Workers with Disabilities, Women Workers, Young Workers, Francophone, and Indigenous Workers).

11.4.02 ~~Positions~~ **Committee members** will be selected through an application process **following the election of the Equity Worker Representative** that takes into consideration equity, classification, linguistic and regional representation. Applicants must be from an affiliated local to apply. **The call for an expression of interest will be sent to all affiliated locals and the Executive Board will appoint committee members from among the applications received.**

Because:

The OSBCU bylaws have never specified the application process for this committee.

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**

9.2.14 The Salary shall be 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.~~

The office of the Secretary Treasurer shall be at a minimum 50% (part time). The scheduling of the time will be determined through consultation with Table Officers. The workload will be evaluated during the annual budget process.

Because:

This follows the Policy Manual 4.3.2

Convention Decision: Carried Defeated Referred

Bylaw Amendment: No. 5
Submitted by Area 1

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

6.1.04 The advance Convention call shall be in the hands of the Local Unions as soon as possible **with all prudent information**, after the time and place has been determined by the Executive Board. This shall be done at least four (4) months prior to the date of the Annual Convention.

Because:

Locals need to be able to book travel accommodations in a timely fashion.

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**

11.1.04 All fees outlined in 11.1.03 shall be paid **within two (2) months** ~~upon receipt~~ of **the date of the** invoice. All payments in arrears of more than two (2) months will be charged interest in accordance to the CUPE National Constitution (Article 13.5)

Because:

This modification and update keeps the language consistent with the national Constitution and the recommendations from the commissioner's report.

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**

11.1.01 The Bargaining Committee shall consist of the President, the First-Vice President, the Francophone Vice President, ~~and~~ the Area Vice-Presidents, **and the Equity Rep**. The Bargaining Committee shall have access to any other committee members, including classification groups in a consultative basis, as needed.

Because:

The Equity Rep should be included in all aspects of the council, to ensure equity in everything that we do.

Convention Decision: Carried Defeated Referred

Bylaw Amendment: No. 8
Submitted by Area 1

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

11.1.01 The Bargaining Committee shall consist of the President, the First-Vice President, the Francophone Vice President, ~~and~~ the Area Vice-Presidents, **and two (2) members at large**. The Bargaining Committee shall have access to any other committee members, including classification groups in a consultative basis, as needed.

Because:

Not all members can dedicate full time to being an Area Vice-President but are knowledgeable in bargaining and interested in being on the bargaining team.

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: **Add**

The English and French language versions of these Bylaws are both official. In the event the two versions of the bylaws are at variance, the English version will prevail

Because:

The translation is not always exact between the two versions, and it is important to determine which version prevail when the two versions of the bylaws are at variance.

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: **Add**

9.11.01 The Injured Worker Representative shall be elected at the Annual Conventions per 10.1.01 and Appendix C by a majority vote of the ballots cast by the accredited delegates present. **The candidate(s) must be trained in WSIB Level 1 & 2 within a reasonable amount of time of being elected into the position.**

Because:

This is to ensure the proper understanding of the policies and laws when representing and fighting for our members.

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**

APPENDIX E LOCALS IN AREAS

Local #	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	4400	
3B	1196, 1280 , 1328, 1571, 1628, 1734, 2026, 2331, 2544, 3155, 1483, 4340, 5476	23.3
4	218, 997, 1310, 1453, 3987, 5555	11.2
5	1480, 1022, 1202, 1247, 1321, 1479, 2357, 3689 , 4154, 5678, 4155, 4297, 5335	11.9
6	16, 895, 1165, 1369, 2799, 4148, 4274, 4681, 4865, 5569 , 7777, 8888, 895	3.1
7	65, 1939, 2486	0.8

Because:

Housekeeping

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 (French Version)**

The French bylaws, which are also attached for full review. Several changes and modifications have been noted to address incorrect translations. To ensure clarity and consistency, it is recommended that these amendments be proposed and voted on as a singular package.

Because:

As you will see by the attached full OSBCU by laws in French, there are several highlighted portions that require slight modifications items to be stricken to reflect the proper translation from English to French. This is housekeeping to ensure a consistent message in both languages.

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



Ontario School Board Council of Unions

RESOLUTIONS

Resolutions OSBCU 2025

Resolution No. 1
Submitted by L.2544

The Ontario School Board Council of Unions will:

After convention will report back to all affiliated Local leaders reports of what resolutions have been passed by OSBCU membership and provide follow ups with Locals as to what steps have been taken on resolutions every quarter. This will include to resolutions that have not made it to the floor.

Because:

Its important that OSBCU maintain transparency with leaders across Ontario that are affiliated to the OSBCU.

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

Resolution No. 2
Submitted by L.2544

The Ontario School Board Council of Unions will:

Campaign CUPE Ontario and CUPE National to have OSBCU representation sitting at OMERS as the true representation as the school board sector in Ontario.

Because:

OSBCU is our true representation for all school board employees for CUPE in Ontario. That one Local currently sitting there are not affiliated with OSBCU and its not fair to have one voice vs a voice for all.

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

Resolution No. 3
Submitted by L.2544

The Ontario School Board Council of Unions will:

Write an open letter to the EWBT for failing to communicate with the membership with changes made to our plan and that they have made changes to our plan which are considered concessions to our members in the middle of a contract.

Because:

Our CUPE National has always taken the position that we don't stand for concessions and the membership of OSBCU voted for this package to make sure we don't have concessions.

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

Resolution No. 4
Submitted by Area 1

The Ontario School Board Council of Unions will:

Provide a database with all affiliated locals collective agreements.

Because:

To allow all affiliated locals to be able to review all collective agreements so that locals can better their own local language. Also allows OSBCU bargaining team to review and bring language forward to government.

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

Resolution No. 5
Submitted by L.5335

The Ontario School Board Council of Unions will:

Study the possibility of including all CUPE School Transportation Consortium at the central bargaining table.

Because:

The transportation consortiums are all funded by the Ontario Ministry of Education but are excluded from central bargaining. They have to fight in local bargaining for wages, sick leave, any other leave, etcetera...

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

Resolution No. 6
Submitted by L.1571

The Ontario School Board Council of Unions will:

At the 2025 CUPE Ontario Convention and the 2025 CUPE National Convention, the OSBCU lobby for all CUPE members that, CUPE Ontario & CUPE National create a CUPE Pension Plan in addition to our current OMERS pension plan.

Because:

Many CUPE members have noted, that CUPE, the largest Union in Canada, does not have a pension plan.

Current plans that we have is not enough for CUPE members to live comfortably after retirement.

An additional plan created by CUPE National and CUPE Ontario will allow CUPE members of today and future to live reasonably after retirement.

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