

# 2026 OSBCU Convention

March 24<sup>th</sup> – March 27<sup>th</sup>, 2026



## SECOND CALL

**Sheraton Parkway North Hotel \$209 per night**

**Best Western: \$189 per night**

Plus, applicable taxes & fees

Special Room Rate Cut-off Date: February 26, 2026

Please note: Guest room reservations are to be made through WE Union Travel.

**With a 5 p.m. end time, the hotel will honour the same group rate for Friday, March 27.**

### Registration Fees:

\*On-line registration will be closed 5 business days prior to the convention  
All registrations after this date can be done IN PERSON at the convention.

Credential Type	Fee on or before March 23, 2026
Delegate	\$450.00
Alternate	\$450.00
Guest	\$450.00

**\*No refunds or cancellations will be available after March 13, 2026**

**\*Full payment must be received by March 24, 2026, 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](http://www.cupe.on.ca) and complete the required forms by February 24, 2026.**

## Hotel Information

The OSBCU Convention will be held at the **Sheraton Parkway North Hotel**, 600 Highway 7 East, Richmond Hill.

### **\*\*\*NEW – Hotel Booking Process for the OSBCU Convention \*\*\***

- Convention delegate may **only book hotel accommodations through WE Union Travel** after they have registered for the convention.
- A **registration number**, along with the **hotel booking link and phone number**, will be provided in the confirmation email sent to local officers and delegates once each registration is completed. Please ensure that all email addresses are entered correctly.
- Hotel bookings can be made **only after the registration number is received**.
- Please note that **WE Union Travel will not accept hotel bookings without a matching registration number and the delegate's name**.
- Cancellations must be made at least 72 hours before arrival; otherwise, one night's stay will be charged.
- The **hotel booking cut-off date is February 26, 2026**.
- Please ensure all emails are entered correctly.
- With a 5 p.m. end time, the hotel will honour the same group rate for Friday, March 27.

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

## Travel Plan:

Please contact WE Union Travel for your travel booking.

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

## Registration

The ONLINE registration deadline is **Wednesday, March 18, 2026, 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-2026/>

French:

<https://cupe.on.ca/fr/inscription-congres-cscso-2026/>

***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)

<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

To be entitled to representation at Convention, a Local Affiliated Union shall have paid per capita tax up to and including **December 31st, 2025** (Article 4.1.08). Such payment must be received by **February 10, 2026**.

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 24, 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 with the OSBCU to attend.

## **OMERS Presentation**

A presentation by our OMERS representatives will take place on **Tuesday March 24, at 4:00 pm**. This presentation is open to all OMERS members. Locals do not need to be affiliated with 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, 2026**.

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, 2026**.

## **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 accommodation, please submit your request by filling out the access request form by **February 24, 2026**.

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 **February 20, 2026**.

[OSBCU Activist Award Nomination Form](#)

## OSBCU Elections

As per Articles 10.1.01 through to 10.1.04 of the OSBCU Bylaws, the following elections will take place during the 2026 OSBCU Convention:

Position	Election Forum
Trustee (3 year)	Elected at large by the voting Accredited Delegates
Area 2 Mobilization Officer	By-election, term ending in 2027 / Elected by the eligible voting Accredited Delegates at the Area Caucus

*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 2026 Convention AGENDA

### Tuesday, March 24<sup>th</sup>

1:30 pm – 3:30 pm	Education Workers Benefit Trust (EWBT) Report
4:00 pm – 5:00 pm	OMERS Report & Presentation
4:00 pm – 5:30 pm	Registration
6:00 pm – 9:00 pm	Opening Plenary <ul style="list-style-type: none"><li>• Greetings</li><li>• Anti-Racism Organizational Action Plan Presentation</li><li>• Artificial Intelligence Presentation</li></ul>

### Wednesday, March 25<sup>th</sup>

8:00 am – 8:45 am	Registration
9:00 am – 10:15 am	Credential Report President Report 1 <sup>st</sup> Vice President Report Francophone Vice President Report Business <ul style="list-style-type: none"><li>• Resolutions</li></ul>
10:15 am – 10:30 am	<b>BREAK</b>
10:30 am – 12:00 pm	Business <ul style="list-style-type: none"><li>• Bylaws</li></ul> Keynote Speaker - Magali Picard, President of the <i>Fédération des travailleurs et travailleuses du Québec (FTQ)</i>
12:00 pm – 1:30 pm	<b>LUNCH</b>
1:30 pm – 3:30 pm	Secretary Treasurer Report Trustees Report Budget Ways & Means Report
3:30 pm – 3:45 pm	<b>BREAK</b>
3:45 pm – 5:00 pm	Business <ul style="list-style-type: none"><li>• Bylaws</li></ul>
5:00pm	Election Forum <ul style="list-style-type: none"><li>• Trustee (3 year)</li></ul>
5:30pm *at conclusion of election forum	Trades Caucus

## Thursday, March 26<sup>th</sup>

9:00 am – 10:30 am	Credentials Report Business • Bylaws CUPE Ontario's Retiree Network Presentation Climate Justice Presentations Activist Award Presentation Staffing Presentation
10:30 am – 10:45 am	<b>BREAK</b>
10:45 am – 12:00 pm	Elections: Trustee (3 year) Safer Union Spaces Office Presentation Health & Safety Presentation
12:00 pm – 1:30 pm	<b>LUNCH</b>
1:30 pm – 4:30 pm	OSBCU Education #1
4:30 pm	Area 2 – Byelection
4:30 pm – 5:30 pm	French Caucus
8:00 pm	<b>SOCIAL</b>
8:00 pm	<b>FELLOWSHIP GATHERING</b> <i>A fellowship gathering space is a safe, supportive place for individuals in recovery to connect, share, and grow together. It fosters community, encouragement, and healing for those overcoming addiction and people who wish to enjoy fellowship in a substance-free environment.</i>

## Friday, March 27<sup>th</sup>

9:00 am – 12:00 pm	OSBCU Education #2
12:00 pm – 1:30 pm	<b>LUNCH</b>
1:30 pm – 2:45pm	Area Break Out
2:45 pm – 3:00 pm	<b>BREAK</b>
3:00 pm – 5:00 pm	Swearing in New Executive Members Keynote Speaker Members & Parents Build Solidarity for Better Schools & a Better Tomorrow Wrap up

## **CUPE Education Workshops**

**Education will take place in two sessions:**

**March 26 1:30pm to 4:30pm**

**March 27 9:00am to 12:00pm**

### **Reporting, Refusals and Recommendations – Mobilizing Around Workplace Violence**

There are many reasons why workplace violence is on the rise in schools. While provincial funding and staffing shortages are at the heart of the problem, there are other issues that local executives, bargaining unit presidents, and members can try to resolve at a school board level. Workshop participants will learn how to audit the root causes of workplace violence within school board policies and procedures and encourage their members to use their rights and duties under the legislation.

### **SLS – Challenging Racism in the Workplace**

This workshop covers what racism looks like in the workplace, and your role as a steward in challenging it.

### **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.

### **On the Record: Media Training for the 2026 Bargaining Year – BILINGUAL**

This hands-on media training workshop will equip school board leaders and members with the tools they will need to speak to the media during the 2026 bargaining year. Participants will review key messaging, practice clear and confident delivery, and learn essential dos and don'ts for media interactions. The focus is on consistent, disciplined messaging on the picket line and in interviews throughout the bargaining year.

### **LET – Leading as a Team**

Local Executive Training.

In this workshop, executive teams explore power and the 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.

### **Building Pressure Before a Strike Deadline Through Local Workplace Action**

This workshop provides an overview of recommendations from CUPE's new Building Power Initiative (BPI). It features an example of a workplace campaign by CUPE 1734 that takes aim at a school board employer's inaction, engaging members in the process to build union solidarity and capacity. A focus on workplace campaigning also complements local efforts to organize provincial and local strike-readiness. The workshop offers concrete recommendations on how local unions can target school board employers as leverage targets in advance of a provincial strike deadline.

### **Building Solidarity with Parents and Political Action to Pressure Local PC MPPs**

In this workshop we will discuss strategies to build a local network of parents and put pressure on school board employers and local PC MPPs. We will talk about how we can unite with other local education unions to bring more parents into the campaign for public education and build maximum support among the broader public for our demands. We will share lessons learned from parent organizing in different parts of the province and resources that locals can take home to develop local plans for parent organizing and political action.

### **Bargaining – AVAILABLE IN ENGLISH OR FRENCH**

This workshop will cover the bargaining cycle, and the legal process for collective bargaining in the school board sector.

### **Mobilization**

In this workshop, members look at effective ways to engage members before bargaining begins, and throughout the bargaining process.



# **Ontario School Board Council of Unions**

## **BYLAW AMENDMENTS**

**Bylaw Amendments – OSBCU 2026**

## Bylaws Committee Report

The Bylaws Committee was comprised of two Co-Chairs from the OSBCU Executive Board: Mike Galipeau, Area 6 Vice-President, and Judy Leffler, Area 6 Mobilizer. Members-at-Large included Tammy Richardson, Tim Thornton, and Paul Ah Yam. The Committee was supported by Alex Hunsberger, CUPE Legal & Legislative Representative, who served as Staff Advisor.

The members of the Committee were pleased to serve on the Bylaws Committee for the OSBCU in preparation for the 2026 OSBCU Convention. The Committee worked diligently to represent the interests of the OSBCU, its Locals, members, job classes, and committees, and to assist Convention delegates in properly considering the important issues raised through the proposed bylaw amendments.

To ensure constitutionality of proposed amendments, the Committee reviewed the CUPE National and Ontario Constitutions as part of its deliberations.

The Bylaws Committee met on January 6 and January 9, 2026. During these meetings, the Committee reviewed a total of 34 proposed bylaw amendments submitted by affiliated Locals and the OSBCU Executive Board. Of these submissions, one proposed amendment was deemed out of order.

In previous years, the OSBCU had a practice of voting on amendments to each article separately, even when a series of amendments aimed to accomplish the same thing. For instance, where an amendment sought to change the title of a specific member of the Executive Board, delegates would vote on an initial amendment changing the title in a single article, followed by voting on a series of identical amendments to subsequent articles if the initial amendment passed. We reviewed this practice and determined it is inconsistent with the practices of CUPE National and CUPE Ontario, and is not required by the OSBCU Bylaws.

Therefore, we are changing our process this year. Where a series of amendments are all internally consistent and aim to achieve the same objective—such as changing the title of an office—we have grouped together all related amendments and will vote on them as a single item. This gives delegates a chance to fully debate the substance of the amendment in a single motion, ensures consistency in outcome, and saves time by avoiding the need to vote separately on a series of amendments to different articles that are all trying to accomplish a single objective.

Following the completion of its review and the consolidation of related amendments, the Committee will be presenting a total package of 20 proposed bylaw amendments to the 2026 OSBCU Convention.

Delegates are reminded that, in accordance with Article 12.1.03 of the OSBCU Bylaws, any bylaw amendment is subject to approval by a two-thirds (2/3) majority vote of the voting delegates present at Convention.

**Bylaw Amendment: No. 1**  
***Submitted by L.2544***

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

**6.1.07      The Table officers shall meet every month except July and August, either in person and/or virtually.**

*Renumbering of articles: Article 6.1.07 becomes 6.1.08 and Article 6.1.08 becomes 6.1.09.*

Because:

Table officers are responsible for the day-to-day operations, and this is the current practice of the Council.

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

**Bylaw Amendment: No. 2**  
***Submitted by L.2544***

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

**9.3.03      The First Vice-President shall be the Provincial ~~Chief~~ Lead Steward for the Council. The First Vice-President shall be responsible for assisting locals and Council to defend the collective agreement language achieved in Bargaining. The First Vice-President shall sit as the Co-Chair of the Central Dispute Committee (referred to in the central agreement).**

Because:

The Term "Chief" could be interpreted as cultural appropriation.

**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: **Amend**

11.1.12      **Central membership strike votes, and central membership ratification Votes**  
will be conducted ~~at a meeting(s) of the membership~~ electronically.

Because:

This process was adopted during covid and has proven to be a more effective way to vote.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 4**  
**Submitted by L.2544**

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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) Area Vice- Presidents, ~~Nine (9) Area Mobilization Officers~~, Health & Safety Representative, Injured Worker Representative and three (3) Trustees.

(...)

9.4.03 The Francophone Vice-President shall be elected to communicate with those locals, which bargain with Francophone School Boards in conjunction with the Area Vice-President ~~and Francophone Area Mobilizer(s)~~.

(...)

9.5.03(g) Organize ~~in collaboration with the Area Mobilization Officers~~, area meetings, and locals as required and requested.

(...)

#### **9.6 AREA MOBILIZATION OFFICERS**

9.6.01 ~~The Area Mobilization Officer(s) shall be elected at the Annual Convention as per 10.1.04 and Appendix C by a majority vote of the ballots cast by the accredited delegates present from their respective area caucuses. The Francophone Area Mobilization Officer shall be elected from a French School Board in the Area.~~

9.6.02 ~~The Area Mobilization Officer shall work collaboratively with the Area Vice-President, attend all area meetings where possible and co-chair all area meetings. Book off time shall be provided, as needed and approved by Council.~~

9.6.03 ~~The Area Mobilization Officer shall replace the Area Vice President when necessary.~~

9.6.04 ~~The Area Mobilization Officer shall attend all Council Executive Board Mobilization or other officially called meetings whether in person, via telephone or video conferencing.~~

9.6.05 ~~The Area Mobilization Officer shall work with locals to build support for and implement campaigns in the area and encourage locals to support each other in bargaining.~~

9.6.06 ~~Area Mobilization Officers shall have access to support from CUPE Ontario and CUPE National, as outlined in the Campaign design.~~

9.6.07 ~~Encourage locals to support CUPE District Councils, Labour Councils and~~

~~community organizations and collect relevant information related to such.~~

9.6.08 ~~The Area Mobilization Officer may be assigned to coordinate and/or assist any job/strike action, as directed by the Council. It will be the responsibility of the Mobilization Officer to ensure a leave of absence from their employer and/or local union, as needed and as approved by Council.~~

9.6.09 ~~At the termination of their office, the Area Mobilization Officer shall deliver to their successor, all books, passwords, papers, seals, documents and other property of the Council in their possession.~~

9.6.10 ~~Give a written report at each Annual Convention and at each Executive Board Meeting~~

*Renumbering the following articles: Article 9.7 becomes 9.6, Article 9.8 becomes 9.7, Article 9.9 becomes 9.8, Article 9.10 becomes 9.9, Article 9.11 becomes 9.10, Article 9.12 becomes 9.11, and Article 9.13 becomes 9.12.*

(...)

10.1.04 ~~Elections for the position of Area Vice-Presidents and Area Mobilization Officers shall be conducted subsequently in separate Area Caucuses during the Council's Annual Convention for a three-year term of office. (see schedule of elections attached hereto as Appendix C)~~

(...)

10.1.05(f) ~~Election of Area Vice-Presidents and Area Mobilization Officers shall be by secret ballot of Accredited Delegates to the Area and shall be held in a caucus meeting. The presiding Chairperson shall appoint a Returning Officer to each Area Caucus to conduct the elections. Candidates may appoint a Scrutineer.~~

(...)

10.1.05(j) ~~In the event of a vacancy of an Area Vice-President or Area Mobilization Officer, an Area Meeting shall be held (as soon as practicable) to elect an interim replacement, who will serve until the next convention (at which time a successor may be elected for the duration of the term). The Area Meeting election shall be held in accordance with Article 10. All candidates shall be afforded the opportunity to speak for 2 minutes and address the delegates prior to the vote if they so wish.~~

(...)

11.2.01 ~~The Central Strike Committee may consist of the Area Mobilization Officers, Secretary-Treasurer and member book-offs.~~

(...)

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 renumeration 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.

(...)

15.1.03 Notice for area meetings will be posted and e-mailed to affiliated Locals by the Area Vice-Presidents ~~and/or Area Mobilization Officers~~ as soon as the date becomes available.

(...)

#### APPENDIX C SCHEDULE OF ELECTIONS

	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033
President	X			X			X			X			X			X
Secretary-Treasurer	X			X			X			X			X			X
Vice-President	X			X			X			X			X			X
Francophone Vice-President	X			X			X			X			X			X
Area Vice-Presidents	X			X			X			X			X			X
<del>Area Mobilization Officers</del>	X			X			X			X			X			X
Health & Safety Representative	X			X			X			X			X			X
Injured Worker Representative	X			X			X			X			X			X
Trustee A	X	X			X			X			X			X		
Trustee B	X		X			X			X			X			X	
Trustee C	X			X			X			X			X			X

Because:

The roles and responsibilities of the Area Mobilizers can be streamlined into the roles of the Area VPs. This would increase the value of the Area VPs to the membership.

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

**Bylaw Amendment: No. 5**  
*Submitted by L.2544*

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

7.1.02      The Council Executive Board shall consist of all Officers except the **Health & Safety Representative, Injured Worker Representative and three (3) Trustees.**

Because:

Executive Board meetings should concentrate on the daily needs of the membership. The Health & Safety Representative, Injured Worker Representative should be used as resources when necessary.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**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**

8.1.01      Meetings of the Council Executive Board shall be called by the President. ~~Council Executive Board Meetings shall be scheduled in the different Areas of the province on a rotational basis, whenever possible. Affiliated Locals shall receive notification by email of the scheduled meeting dates no later than the first council executive board meeting of each year where the Council Executive Board meeting is to be held, they shall have an opportunity to make representation to the Council Executive Board.~~

Because:

It is not the current nor has it been the past practice to rotate the council meetings. The change reflects the established current practice.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 7**  
***Submitted by L.2544***

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

4.1.05 ~~In the event that the Ontario Division formula for delegate numbers change, these numbers will change to reflect the Ontario Division.~~

*Renumbering of the following articles: Article 4.1.06 becomes 4.1.05, 4.1.07 becomes 4.1.06, 4.1.08 becomes 4.1.07, 4.1.09 becomes 4.1.08, 4.1.10 becomes 4.1.09, 4.1.11 becomes 4.1.10.*

Because:

The decision should be made by the members of OSBCU or the Executive of the Council and not the Ontario Division.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 8**  
***Submitted by L.1571 & 2331***

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

11.1.07 Individual Collective Agreement and/or contract extension priorities for provincial bargaining shall be **amended and/or** approved by the majority of the ~~delegates~~ **Bargaining Units** present at the Bargaining Conference (**one vote per Bargaining Unit**). Votes on the final priorities package will be decided by the majority of the Bargaining Units present at the meeting (one vote per Bargaining Unit).

Because:

- 1) That the same voting mechanism is applied to both votes.
- 2) That the vote on Individual Collective Agreement and/or contract extension priorities for provincial bargaining reflects the will of the majority of Bargaining Units present.
- 3) That the majority of the Bargaining Units can fully support the final priorities package.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 9**  
***Submitted by L.2544***

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

11.1.07 Individual Collective agreement and/or contract extension priorities for provincial bargaining shall be approved by the majority of the delegates present at the Bargaining Conference. Votes on the final priorities package will be decided by the majority of the ~~Bargaining Units~~ delegates as per article 4, present at the ~~meeting~~ ~~(one vote per Bargaining Unit)~~ Conference.

Because:

To provide clarity on how Bargaining Packages will be determined by all delegates who attend the Bargaining Conference, and this will allow the same delegates who vote on amendments to have the same right to vote on the final package

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**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**

9.2.01      The Secretary-Treasurer shall be **a full-time book-off (12-month)**, elected at the Annual Convention as Per 10.1.01 and Appendix C by a majority vote of the ballots cast by the accredited delegates present. **It shall be the responsibility of the Secretary-Treasurer to ensure a leave of absence from their employer.**

(...)

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 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:

The role, responsibilities, and duties of the Secretary-Treasurer have increased over time, and this change reflects the expanded workload and level of responsibility.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 11**  
**Submitted by OSBCU Executive Board**

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

9.3.01      The First Vice-President shall be a **full-time book-off (12-month)**, elected at the Annual Convention as per 10.1.01 and Appendix C by a majority vote of the ballots cast by the accredited delegates present. **It shall be the responsibility of the First Vice-President to ensure a leave of absence from their employer.**

(...)

9.3.06      ~~The anticipated book-off needed is at a minimum of 20%.~~ If the officer's normal rate of pay is lower than the daily rate, the difference shall be paid to the officer directly. If the Officer's normal rate of pay is higher than the daily rate, the higher rate shall apply.

Because:

The role, responsibilities, defence of the collective agreement and duties of First Vice-President have increased over time, and this change reflects the expanded workload and level of responsibility.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 12**  
***Submitted by L.2544***

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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 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. **If additional time is required to perform the duties outlined in the Bylaws, the decision shall be made by the table officers and reported back to the Executive Board and to the Affiliates on a yearly basis at Convention. The workload will be evaluated during the annual budget process.**

Because:

The role of the Secretary-Treasurer has increased, and decisions shall be determined by the Table Officers who have been elected by the Affiliates of the OSBCU.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 13**  
***Submitted by L.2544***

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

9.3.06      ~~The anticipated book off needed is at a minimum of 20%. It shall be the responsibility of the 1st Vice President to ensure a leave of absence from their employer, as needed. The 1st Vice Presidents shall be booked off to carry out the responsibilities of the position. The Council's office should be utilized when necessary.~~ If the officer's normal rate of pay is lower than the daily rate, the difference shall be paid to the officer directly. If the Officer's normal rate of pay is higher than the daily rate, the higher rate shall apply.

Because:

The requirements to fulfill the responsibility of this role should not be limited, as this position is the protector of our Central Language.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 14**  
*Submitted by L.2544*

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

4.1.06 The President and Secretary-Treasurer of the National Union ~~and the Ontario Division~~ have the right to attend all meetings of the Council with voice but no vote.

Because:

OSBCU does not have the same privilege to attend all meetings of the Ontario Division.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 15**  
*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, **or committee thereof**, and are to be provided to the Secretary-Treasurer, no later than ~~90~~ **60** days prior to Convention, ~~for inclusion in the second convention call distributed to locals. The OSBCU will post these bylaw amendments on its website at least 30 calendar days before the start of Convention. The OSBCU will send these bylaw amendments to any affiliated local that asks for a printed copy.~~ 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:

This allows additional time for locals and the OSBCU to submit by-law amendments. It also allows for modernization with sharing the information online. It also follows the national constitution and format.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 16**  
**Submitted by OSBCU Executive Board**

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

12.1.06 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~~ **60** days prior to the Convention ~~for inclusion in the second convention call distributed to locals. The OSBCU will post these resolutions on its website at least 30 calendar days before the start of Convention. The OSBCU will send these resolutions to any affiliated local that asks for a printed copy.~~ 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.

(...)

12.1.07 Resolutions dealing with matters that have arisen less than ~~90~~ **60** 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:

This allows additional time for locals and the OSBCU to submit resolutions. It also allows for modernization with sharing the information online. It also follows the national constitution and format.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 17**  
***Submitted by L.2544***

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

**9.5.03(i) Shall be booked off a minimum of one (1) day to conduct area meetings as per article 6.1.06.**

Because:

This new role will allow Area VPs time to conduct the business of the OSBCU.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 18**  
***Submitted by L.2544***

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

**9.3.08 The 1st Vice President shall provide a written report of all central disputes to affiliate locals on a monthly basis. This report shall maintain members' confidentiality. This report shall include the status of all open central disputes, as well as their resolution(s). The deadline for the report will be the 15th of the month, excluding the months of July and August.**

*Renumbering of the following article: Article 9.3.08 becomes 9.3.09*

Because:

This Article provides membership transparency and improves communications within the OSBCU.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 19**  
**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 renumeration 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:

Executive members give a written report at each Annual Convention and at each Executive Board Meeting. Issues or concerns are addressed at monthly executive check in calls.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 20**  
**Submitted by L.2544**

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

9.1.07 The President shall function as the ~~Chief~~ Lead Executive Officer of the Council. The President shall exercise supervision over the affairs of the Council, sign all official documents and be one of the signing officers for the disbursement of funds collected directly by the Council. The President shall preside at all Conventions and Conferences and at all meetings of the Council Executive Board and over the Bargaining Committee.

Because:

The Term "Chief" could be interpreted as cultural appropriation.

<b>Convention Decision:</b>	<b>Carried</b>	<b>Defeated</b>	<b>Referred</b>
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**Bylaw Amendment: No. 21**  
**Submitted by OSBCU Executive Board**

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

**APPENDIX C SCHEDULE OF ELECTIONS**

	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033
President	X			X			X			X			X			X
Secretary-Treasurer	X			X			X			X			X			X
Vice-President	X			X			X			X			X			X
Francophone Vice-President	X			X			X			X			X			X
Area Vice-Presidents	X			X			X			X			X			X
Area Mobilization Officers	X			X			X			X			X			X
<b>Equity Representative</b>				X			X			X			X			X
Health & Safety Representative	X			X			X			X			X			X
Injured Worker Representative	X			X			X			X			X			X
Trustee A	X	X			X			X			X			X		
Trustee B	X		X			X			X			X			X	
Trustee C	X			X			X			X			X			X

Because:

The equity representative is not listed on the election schedule and should be included on the 3-year election cycle to be consistent with all other elected executive positions. This is housekeeping and reflects the current in established election cycle and practice.

**Convention Decision:**

**Carried**

**Defeated**

**Referred**



# **Ontario School Board Council of Unions**

## **RESOLUTIONS**

**Resolutions – OSBCU 2026**

## **Resolution Committee Report**

The Resolutions Committee Report 2026 includes two co-chairs from the OSBCU Executive, Jennifer Eckert, Area 1 VP, Head Steward – Local 7575; Alyssa McGee, Area 7 Mobilizer, Recording Secretary – Local 2486. The Committee also included three members at large, Jessica Lalonde, President – Local 4274; Carolyn Rodrigues, Second Vice-President – Local 1734; and Amanda Ginsberg, Recording Secretary – Local 1734. The staff advisor for the committee was CUPE National Researcher assigned to the school board sector Dan Crow. Joe Tigani, President, OSBCU, acted as a resource to the committee.

The members of the committee were very pleased to serve on the Resolutions Committee for the OSBCU in preparation for the 2026 OSBCU Convention. They did their very best to represent the interests of the OSBCU, all of its locals, members, job classes, committees, and to assist the Convention to properly consider all resolutions brought forward to the Committee. In order to do so, they reviewed the CUPE Ontario Constitution, the CUPE National Constitution, as well as the OSBCU Bylaws.

The Resolutions Committee met via Zoom on January 22, 2026. They reviewed a total of 1 proposed Resolution which was submitted by Education Worker Locals.

The committee would specifically like to thank OSBCU President Joe Tigani; Liv Tyler, OSBCU Staff; and Dan Crow National Staff who were available to provide support and clarification when required.

**Resolution No. 1**  
***Submitted by L.2331 & L.1571***

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The Ontario School Board Council of Unions will:

With the approval of the membership, initiate a complete review of the OSBCU Policy Manual, whereby the membership will approve any and all changes or amendments to the Policy Manual.

Because:

Currently, there is no clear mechanism for the membership of the OSBCU to amend or approve Policy. The current Policy Manual does not reflect the current and ongoing challenges and changes needed to best represent the shared interest of our membership.

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