OSBCU Bargaining Priorities

We are fighting to ensure every worker in our schools has the respect, safety, and support they deserve. We are standing up against the government for the future of public education, demanding changes that will benefit you, your colleagues, and the students you serve.

Our Fight is for a Stronger Future, Focused on 5 Core Pillars:

1. **Respect and Fair Compensation:**
   We demand fair wages that keep up with the cost of living and acknowledge your vital work.
   We are eliminating the unfair step system and ensuring everyone is paid the top rate immediately.
   A casual employee's work is just as valuable as a permanent one's—we are fighting for equal pay for equal work.
   We are securing improved premiums, allowances, and a vital Cost of Living Allowance (COLA).
2. **Ironclad Job Security:**
   Your job should be safe. We are fighting to make crucial job security protections permanent, eliminating the threat of expiry.
   We refuse to let jobs be eliminated through "attrition". We are re-establishing and strengthening the protected job count for all locals.
3. **Better Staffing and Safer Workloads:**
   We are demanding safer environments for staff and students by reducing Kindergarten class sizes and putting a hard cap of 26 students.
   Every Kindergarten student deserves the attention they need. We are fighting to ensure every Kindergarten classroom has a Designated Early Childhood Educator (DECE) and an Educational Assistant (EA).
   We are pushing for clear staffing ratios across all job classifications to prevent burnout and ensure quality service.
4. **Dignity in Work—Hours, Benefits, and Safety:**
   We are fighting to restore all benefits that were cut and secure new funding to improve your plan.
   We demand the government guarantee minimum paid work hours for 1.0 FTE positions.
   Your health is priceless. We insist that school boards pay the full cost for any requested sick notes and medical certificates.
   We are tackling the crisis of **Violence in the Workplace** head-on by demanding mandatory, meaningful professional development and new strategies to reduce violence, not just manage it.
5. **No Retreat (No Concessions):**
   We will accept **NO CUTS** to sick leave or any other terms we have already negotiated. We are here to improve your working conditions, not lose ground.