



## CUPE Ontario School Boards Council of Unions (OSBCU) What does the August 15, 2022 Employer Proposal mean for you?

What CUPE-OSBCU Proposed	What the Crown/CTA Proposed	What would the Employer Proposal mean for you?
<p>Wage increases of \$3.25/hour in each year of the next agreement</p> <p>Pay casual employees the same rate as permanent employees</p>	<p>2% increase for members earning less than \$40,000 per year</p> <p>1.25% for members who earn \$40,000 or more per year</p> <p>Continue lower pay rates for casual employees</p>	<p>A real wage cut for all education workers of 9-11% over the next 4 years.</p> <p>Cumulative wage cut of 20-22% since 2012.</p> <p>Recruitment and retention problems would continue and worsen, meaning jobs unfilled and fewer supports for students.</p> <p>Increased workloads.</p>
<p>Improve job security/service security language to ensure minimum staffing levels</p>	<p>Elimination of all job security/service security language</p>	<p>School boards could, and would, cut staff below existing levels, denying students the services they need.</p>
<p>Additional funding to create new staff in all education worker classifications</p>	<p>No new money for staffing</p>	<p>Students who need additional supports would be deprived of what they need.</p> <p>Workloads would increase to the breaking point and schools will be less able to function.</p> <p>No ability to increase cleaning standards in schools.</p>
<p>Preserve the existing sick leave and short-term disability plan</p>	<p>Massive cut to short-term disability plan</p>	<p>Most members would not be able to access the short-term disability plan they currently have and will lose income at a time when they need it most.</p>
<p>Paid prep time for members who work directly with students</p>	<p>No paid prep time</p>	<p>Unpaid work would continue to be expected of education workers.</p> <p>The employer does not understand the value of prep time.</p>

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Guarantee that a Designated Early Childhood Educator is in every Kindergarten class	No guarantee of a DECE in every Kindergarten class	Thousands of students would be denied the benefits of the two-educator model of full-day Kindergarten.
Require all boards to provide minimum hours of work for education worker positions	No change to hours of work for positions that are currently under the normal standard	Fewer hours of work for low paid workers, and less time available to provide supports for students.
Improve access to professional development for all education workers	Status quo on professional development	Education workers would be denied access to training and skills development required to keep up in a dynamic field
Benefits funding to allow for improvements to the plan for all members	Freeze funding for benefits for 4 years	Benefits would be cut substantially by 2024. The benefits plan will be unsustainable without funding.