

REVERSE FUNDING CUTS TO RESTORE AND IMPROVE BENEFITS!

CUPE-OSBCU Central Bargaining Proposals 2026

The CUPE Education Workers Benefits Trust (EBWT)

Benefits for all CUPE education workers are provided through the CUPE Education Workers Benefits Trust (EWBT). **The EWBT is defined contribution benefits plan.** This means that the EWBT receives a defined amount of money from the government. If there is not enough money to cover the costs of the current benefits plan, then benefits have to be cut, or the amount that members pay has to be increased (or some combination of both).

Ford Government Underfunding Has Resulted in Cuts

The government of Ontario has been underfunding the CUPE Education Workers Benefits Trust (EWBT) for years. Ever since 2019, funding increases for benefits have been capped at 1% even though the cost of benefits has increased by 4-5% each year. In recent years, exceptionally large and unexpected increases also occurred for some benefits, like weight loss medication.

Because the government is underfunding the plan, there have been cuts to your benefits.

These cuts include:

-  **Cuts to dental coverage (capping basic dental at \$2500/year when it had been unlimited, cutting to 10-units of scaling per year when it was 12-units)**
-  **Elimination of weight loss medication from the plan.**
-  **Increases to members' contribution to the plan (from 4% of premium for permanent members working 15 hours/week or more up to 5.25%).**

The CUPE EBWT plan is not unique. Benefits trusts for all unions in the school board sector are underfunded. The government's priority is to keep benefits costs low, even if that means your benefits plan is cut to achieve those cost savings.

CUPE-OSBCU Central Bargaining Proposals on Benefits

CUPE-OSBCU is proposing to address the underfunding crisis in the benefits plan in two ways:

- 1 Funding to sustain the current plan and restore the benefits that have been cut;**
- 2 Additional funding to make improvements to the plan.**

Education workers deserve benefits that we can rely on. Our members and our families rely on benefits for their health and wellbeing. It will take people power to win - together we can fight for Better Schools and a Better Tomorrow. CUPE school board members are building power in workplaces and communities to win bargaining demands. Contact your Local Executive to get involved in your local strike planning and community outreach efforts to make your voice count.

OSBCU  **CSCSO**
CUPE-SCFP

rjd/cope 491

BETTER SCHOOLS, BETTER TOMORROW