BARGAINING BULLETIN

UNDERFUNDED & OVER IT
LET'S FIX IT, TOGETHER
OSSTF/FEESO

September 25, 2026 • Bargaining Bulletin #12

OSSTF/FEESO to take central strike vote from November 6-16

OSSTF/FEESO has reached an important point in this round of bargaining.

The OSSTF/FEESO Provincial Executive has approved a province-wide central strike vote for all members covered by the School Boards Collective Bargaining Act from **November 6 – 16, 2026**.

The central strike vote will occur digitally through the OSSTF/FEESO provincial website. You will need your Membership ID number to login to the provincial website for a ratification vote or potential strike vote.

If you are not receiving regular updates from OSSTF/FEESO or if you are unable to login to the membership portal on the provincial website, please email membership-database@osstf.ca to confirm that you are in our database and that we have your current contact information.

This is not a strike announcement, and it does not mean job action is imminent or inevitable.

A strike vote is a significant step, but it is important to be clear about what it does, and does not, mean.

A strike vote is a step in the collective bargaining process and strengthens the bargaining team's position as we continue working toward fair, negotiated agreements.

In advance of the central vote, OSSTF/FEESO has been holding bargaining information meetings for members across the province. These meetings provide an update on bargaining, explain why a strike vote is important, outline what a strike mandate does and does not mean, and give members an opportunity to ask questions before voting.

A calendar with information on district meeting dates is available at: underfunded.ca/members/. There is more information on these important meetings below.

Why is OSSTF/FEESO holding a central strike vote?

A strike vote is an important part of the collective bargaining process. It gives members an opportunity to provide the bargaining team with a strong mandate as negotiations continue and demonstrates to the government and provincial employer organizations that members are united and prepared to stand together in support of a fair, negotiated collective agreement.

OSSTF/FEESO entered this round of bargaining ready to negotiate.

Ontario's education unions called for bargaining to begin back in March so there would be every opportunity to reach agreements before contracts expired. Instead, contracts expired without new agreements, and meaningful bargaining has been repeatedly delayed.

OSSTF/FEESO has been clear about what members, students, and the publicly funded education system need: sustainable staffing, manageable workloads, protections against contracting out and job loss, and working and learning conditions that allow teachers and education workers to provide students with the support they deserve.

A strong strike mandate strengthens the position of the bargaining team as it works toward negotiated agreements that address those priorities.

The strike vote is not being taken over the central/local scope dispute. OSSTF/FEESO continues to participate in the OLRB process, and it is important to understand that the ongoing OLRB process concerning which issues are bargained centrally and which are bargained locally is separate from the decision to hold a strike vote.

Does a strike vote mean we are going on strike?

No. A strike vote is not a strike, and a successful strike vote does not mean job action will automatically follow.

A strike vote is one of the steps required before legal strike action can ever take place. It provides the union with a strong mandate that can be used at the bargaining table, and it allows additional steps in the bargaining process to be taken if they become necessary.

Even following a successful strike vote, there are still several steps before OSSTF/FEESO members could be in a legal strike position.

Among other requirements:

- the parties must go through the statutory conciliation process;
- a no-board notice must be issued;
- a statutory waiting period follows, with a legal strike position beginning on the 17th day after the no-board notice is released; and
- the required notice must be provided before any strike action begins.

If job action were ultimately considered, it could take different forms. That could include limited or selective withdrawal of services before any broader withdrawal of services. Members would receive clear instructions from OSSTF/FEESO before any job action was undertaken.

Our objective remains reaching fair agreements through collective bargaining.

Why take a strike vote now?

A strike mandate matters before a strike is ever contemplated.

Governments and provincial employer organizations pay attention to whether a bargaining team has the support of its membership. A strong mandate demonstrates that teachers and education workers are united behind their bargaining priorities and this strengthens the bargaining team's position in negotiations.

It also ensures that OSSTF/FEESO is prepared for every stage of the bargaining process should further steps become necessary. After months of this government's delays and little meaningful progress, it is time to increase pressure and strengthen our position at the bargaining table.

The Ford government talks frequently about stability in Ontario's publicly funded schools. But stability requires more than words.

Teachers and education workers are the ones in schools every day, working to provide students with the consistency, supports, and learning conditions they need. We are fighting for that stability, and for fair agreements that strengthen publicly funded education.

A strike vote does not undermine that goal. It strengthens our ability to press for the serious bargaining and real progress needed to achieve it.

A strike vote does not change that objective. It strengthens our ability to pursue it.

Attend your local District Bargaining Information Meeting

You can learn more about the strike vote process at your local District Bargaining Information Meeting. Taking place in September and October, the meetings will provide members with information and insight into bargaining, where things currently stand, and what may come next.

Members will learn more about:

- the status of bargaining;
- what happens after the Ontario Labour Relations Board releases its decision;
- the bargaining process and possible next steps; and
- the importance of potential future votes and member participation.

The meetings will be run by your local District. Your District/Bargaining Unit will share specific information soon on when and where your local meeting will take place.

The Bargaining Bulletins are available in the *myOSSTF* section of the OSSTF/FEESO website. Please check *myOSSTF* regularly for the latest bargaining updates.