

January 29, 2025

Dear parents, families and guardians,

We are writing to let you know that we weren't able to reach an agreement with the CUPE Local 3550 bargaining committee yesterday. Although we remain committed to meet with the union at any time, there has been no commitment to future meeting dates at this point. We welcome the Local's bargaining committee back to the table anytime and have expressed an urgency to continue these conversations.

We presented a comprehensive offer that we believe is a strong step forward, especially considering the current economic realities to address the needs of both valued support staff and the students we serve. The proposal includes wage increases that would range from **13.5% to over 23%**.

Unfortunately the Local continues to focus on wage increases that far exceed the Division's ability to pay. We also brought forward creative solutions that would see members receive additional training/certification that would result in a further increase in wages.

#### Details of the offer

This offer is built around an eight-year term (2020 to 2028), providing long-term stability and certainty for CUPE 3550 members. It includes:

- **Significant wage increases:** Guaranteed wage increases of 13.5% over the term of the agreement.
- **Term and wages:** The proposed wage increases are 0% for 2020-21 and 2021-22, followed by increases of 1.25% on June 1, 2023, 1.50% on February 1, 2024, 3% on September 1, 2024, 3% on September 1, 2025, 2.50% on September 1, 2026, and 2.25% on September 1, 2027. **The Division is open to reasonable counter offers from the Local.**

While the agreement spans eight years, members would see **guaranteed wage increases in just 3.5 years** (from 2025-2028), if ratified.

We've also proposed additional ideas for the Local to consider in a new collective agreement that would see services and supports enhanced for the students and families we serve. This includes:

- **Potential for even higher increases:** Additional premiums of approximately 4% would be available to all members through a proposed certification model, which would be collaboratively built between the Local and the Division.



- **Additional gains:** We are working to remove steps and classification in the wage grid, to recognize and reward experience and growth, and help us attract new staff.
- **Extended hours:** We are also willing to discuss extending the workday by 15 minutes based on operational needs. For example, extending the day by 15 minutes would result in approximately a 3% increase to the annual salary.
- **Recall dates:** We are open to discussing bringing 10-month staff back earlier, so they can participate in professional learning. For example, returning five-days early would result in an increase in annual salary of 2.2%.

### **Investing in Support Staff**

This offer represents a significant potential financial commitment from the Division for the eight-year time period. We want to make this investment because we recognize the immense value of support staff and the positive impact this agreement will have on students.

### **Our collective commitment**

We are all invested in the success of students. We urge the Local executive to return to the bargaining table, so we can work together towards an agreement that values support staff and provides the stability and support students deserve.

Sincerely,



Darrel Robertson  
Superintendent of Schools