

October 6, 2025

I am writing to provide you with new information about the status of provincial collective bargaining between the Teachers' Employer Bargaining Association (TEBA) and the Alberta Teachers' Association (ATA).

Lockout and strike

As you are aware, teachers started a province-wide strike on Monday, October 6, 2025. We have also been informed that TEBA has served the ATA with a 72-hour lockout notice, which will take effect on October 9, 2025.

What is a strike? A strike is a work stoppage by employees to pressure agreement to the terms and conditions of a collective agreement.

What is a lockout? A lockout is similar to a strike except it's taken by the other party in the bargaining process, which in this situation is TEBA. This means that teachers cannot return to work until an agreement is reached. TEBA has taken this step in response to the ATA's strike notice; it's intended to minimize the potential disruption that could result from a strike.

Learning

As we have shared, ALL learning in Edmonton Public Schools has been paused. Please DO NOT send your children to school, until further notice.

There will be no instruction, supervision, or extracurricular activities provided at school sites during job action.

Understanding bargaining in Alberta

I know that information about labour negotiations can be confusing, and I want to be clear about our role as a school division:

1. Central bargaining: Teacher bargaining in Alberta is conducted centrally at the provincial level. The two parties at the bargaining table are:
 - The Alberta Teachers' Association (ATA): Representing all teachers across the province, including those in Edmonton Public Schools.
 - The Teachers' Employer Bargaining Association (TEBA): Representing all 61 public, separate, and Francophone school divisions in the province, as well as the Government of Alberta.

2. The Division's role: Edmonton Public Schools (like all Alberta school divisions) is represented at the provincial bargaining table by TEBA. The decision to issue a lockout notice was made by TEBA.

Next steps and communication

We will continue to monitor the situation closely. We understand the significant impact job action has on families and we commit to providing timely updates.

Thank you for your patience and understanding.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Thompson', with a long horizontal flourish extending to the right.

Ron Thompson
Superintendent of Schools