

March 4, 2025

### Important Update on CUPE Collective Bargaining – Employer's Latest Proposal

This letter is to provide an important update in the collective bargaining process between Grande Yellowhead Public School Division (GYPSD) and CUPE Local 1357, to ensure you have relevant information in a timely manner.

On Friday, February 28th, the Division met with the CUPE Local 1357 bargaining committee. At 9:35 a.m. the Division presented a comprehensive and competitive settlement offer aimed at delivering substantial compensation improvements while ensuring long-term stability for employees, the Division, and the students we serve. This proposal reflects our commitment to valuing our CUPE employees, enhancing market competitiveness, and exercising fiscal responsibility.

#### Key Highlights of the Division's February 28th, 9:35 a.m. offer (details attached):

- A **long-term contract** through to August 31, 2028, that recognizes Government's new Budget 2025 commitment to school boards with the ability to offer:
  - **A 26.7% market-based increase to all Education Assistants;**
  - **Between 15.4% to 21.1% market-based increases** for all other employees;
- A **grid restructure** allowing employees on the 4-step grid to reach the **top step 6 years earlier;**
- All **additional enhancements** previously contained in the January 17, 2025, Mediator's Recommendation.

The Division also clearly stated to CUPE that our offer, though close to our max, does have some room for movement.

While the Division received a **counterproposal from CUPE at 4:30 p.m.** indicating an openness to discuss a contract through to August 31, 2028, they were not prepared to provide specific details in that discussion on Friday. The Division has asked CUPE Local 1357 to **provide the Division with dates to continue negotiations toward a collective agreement.**

#### Strike Vote Update

It is the Division's understanding that CUPE conducted a strike vote on Friday, February 28th. We are learning the results of that vote from media reports. We encourage you to contact your union local for details. The Division can advise that we have **not yet received 72-hour strike notice.** The Division acknowledges the importance of a transparent and collaborative bargaining process. We encourage employees to remain informed about the latest developments before determining next steps.

We are all invested in the success of our students. We want to work together towards an agreement that values support staff and provides the stability and support students deserve.

Further updates will be provided as developments occur. Should you have any questions, please visit our [website](#).

Sincerely,

Dr. Dennis Parsons,  
Interim Superintendent,  
Grande Yellowhead Public School Division

