



## CUPE 2843 Bargaining Update

February 26, 2025



On behalf of the CUPE 2843 and the Lethbridge School Division bargaining committees:

Lethbridge School Division has commenced bargaining with the Canadian Union of Public Employees (CUPE) Local 2843 to amend the collective agreement terms that ended on August 31, 2024. CUPE 2843 represents school-based support staff who provide valuable support in enriching student learning and ensuring smooth school operations. Their hard work and commitment make a meaningful difference in the lives of students and the school community every day.

The CUPE 2843 bargaining committee and the Employer bargaining committee scheduled four dates to bargain: November 13, 2024, December 13, 2024, January 6, 2025, and February 26, 2025. The parties met on November 13, 2024 to commence bargaining. The December 13, 2024 meeting was cancelled by mutual agreement. The parties met January 6, 2025, and on February 26, 2025. Below is a summary of bargaining to date:

### **February 26, 2025**

- Both the Employer and the Union provided responses and amendments to proposals.
- The Employer amended their monetary offer to a 10% increase over 4 years for all CUPE 2843 staff as follows:
  - Effective September 1, 2024: Three percent (3.0%)
  - Effective September 1, 2025: Three percent (3.0%)
  - Effective September 1, 2026: Two percent (2.0%)
  - Effective September 1, 2027: Two percent (2.0%)
- CUPE 2843 amended their monetary position to \$5.50 per hour increase for all levels and classifications effective September 1, 2024 and \$3.00 per hour increase effective September 1, 2025.
- The parties will meet with a mediator on March 3, 2025 to continue bargaining discussions.

### **January 6, 2025**

- Both the Employer and the Union provided responses to opening proposals and discussed non-monetary items.
- Future meeting date will be scheduled, if possible, by both parties
- Mediation is scheduled for March 3, 2025.

### **November 15, 2024**

- CUPE 2843 applied for mediation for monetary items through the Alberta Labour Mediation Services.

### **November 13, 2024**

- Both parties provided opening comments to commence this round of bargaining. These comments included appreciation for the support that the CUPE 2843 staff provide to the Division and discussion of bargaining constraints by the employer relative to legislated government mandates. CUPE 2843 indicated that wages are a priority.
- Each side shared their opening positions including monetary proposals, and time was taken to review and ask questions about each proposal.

Lethbridge School Division appreciates the collaborative relationship with the CUPE 2843 bargaining committee and continues to keep dialogue open to work towards a new collective agreement.