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Dear BTPS CUPE Staff,

First and foremost, we want you to know that we value and recognize the role you play in the lives of our students and families every day and sincerely appreciate your dedication and hard work. You are a part of our collective mission of maximizing student learning in a safe and caring learning environment supported by a highly effective team. We can't thank you enough for your important contributions and for making BTPS a great place to learn and work.

This correspondence serves to provide an update on Labour Relations with respect to CUPE Local 1606 (CUPE). Yesterday, February 20, 2025, we received notice that CUPE applied to the Alberta Labour Relations Board to conduct a supervised strike vote.

In-person voting stations will operate on March 2, 2025, from 12 noon to 7 pm at the Vermillion Elks Hall located at 5026-49 Street in Vermillion and the Ramada Hotel located at 1510-27 Street in Wainwright. Online voting will be available on March 3, 2025, from 6 am to 9 pm.

This is your chance to have your voice heard in this matter and inform the next steps in this process. All CUPE staff who worked at any time during the 60 days before March 3, 2025, are eligible and are encouraged to vote. Please contact the Alberta Labour Relations Board if you are unsure about your eligibility.

Please note that while a strike vote may be viewed as a step toward securing a better deal, it ultimately represents a decision to strike, which can have significant financial implications for staff. While we understand that each staff member must determine what is best for themselves and their families, we remain hopeful that a resolution can be reached that recognizes and appreciates the essential work you do.

Summary of Current Wage Proposals

CUPE has proposed wage increases of \$6.50 per hour across all classifications effective September 1, 2024, along with a wage adjustment for salaries below \$50,000 per year, followed by an additional \$3.00 per hour increase on September 1, 2025. These increases would be applied retroactively to September 1, 2024. For Education Assistants, this would mean an increase of approximately 40–48% to their current hourly wage. CUPE has not moved from its initial position, while we have made adjustments and remain open to further negotiations.

BTPS has proposed a 10% wage increase over a four-year agreement for all classifications with the first of those increases (3%) coming into effect on the first month following ratification of the agreement. The BTPS proposal takes into account significant upward adjustments made during the last agreement between BTPS and CUPE. In that round of bargaining, CUPE and BTPS agreed to make a one-time market adjustment to employees' compensation in support of equitable compensation for employees. Taking these adjustments into account, along with our current offer, some support staff wages will have increased by as much as 27% between 2023 and 2027, depending on the role.

Our preference remains that we work together to reach a fair and sustainable agreement that supports employees while maintaining stability for students and families. We were excited to see that CUPE has expressed interest in returning to the bargaining table, which has been our goal all along. We are grateful to have a positive history of successful negotiations with CUPE and are hopeful that we can resume negotiations soon.

During this process, we are committed to ensuring staff and families are informed and BTPS will provide ongoing updates through email and the BTPS website. Staff are encouraged to check for updates on our [Labour Relations](#) webpage, and questions can be directed to labourrelations@btps.ca.

In closing, I want to reiterate that we deeply value the important work you do each day to support our students, staff and school communities. Each of you plays a key role in making BTPS a great place to learn and work, and we respect that everyone must make the best decision for themselves and their families. We remain hopeful for a resolution that honours your contributions and ensures the continued success of our schools.

Sincerely,



Michelle Webb
Superintendent