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March 5, 2025

Dear BTPS Families and Staff,

We wanted to share an important update regarding our ongoing labour relations with CUPE Local 1606. Following the strike vote held on March 2 and 3, 2025, BTPS received official notification today from the Alberta Labour Relations Board that CUPE voted in favour of a potential labour action.

This means that CUPE can initiate labour action anytime within the next 120 days. Should they choose to do so, they are required to provide BTPS with 72 hours' notice and details of the labour action. If this occurs, we will communicate details with our families and staff.

The BTPS Board of Trustees has also been approved for a lockout poll under the Alberta Labour Relations Code, which is a standard step in the labour process, similar to a union strike vote. Initiating a lockout would only be considered in response to a CUPE 1606 labour action that creates safety concerns for students or operational challenges that make it difficult to continue delivering essential educational services. If issued, a lockout would temporarily restrict workplace access for individuals and/or sites. Any decision regarding a lockout will be made with the best interests of students and BTPS as a whole in mind.

We deeply value the contributions of our CUPE staff and remain committed to working toward a fair and sustainable agreement that recognizes their dedication while ensuring the continued success of our schools. We recognize the important contributions of CUPE staff to the learning, success and well-being of students and their key role in the efficient operations of BTPS.

BTPS remains committed to reaching a resolution through negotiations and is pleased to be returning to mediation on March 14, 2025. We recognize that bargaining is the only path to an agreement, and we appreciate your patience and support as this process continues.

While we hope to reach an agreement without disruption, BTPS has contingency plans in place.

Please note the following should a labour action occur:

- **Notice of job action** - If BTPS receives formal notice of labour action, we will provide the dates, locations, and times of the job action via email to families and staff and post them on our Labour Relations webpage.
- **Schools stay open** – Classes from Kindergarten to Grade 12 will continue. While some operations may be adjusted, we remain committed to maintaining a safe and welcoming learning environment.

- **School Bus Transportation** – All bus routes will continue to operate. Please check our website at [btps.ca](https://www.btps.ca) for updates.
- **Extracurricular activities and field trips** – These may be impacted. Schools will provide updates to families and staff regarding any adjustments and cancellations as timely as possible.

We remain committed to ensuring our families and staff are informed during this process. Information can be found on our [Labour Relations](#) webpage, and further inquiries can be directed to labourrelations@btps.ca.

Thank you for your continued support and understanding. We know that BTPS is stronger when we work together, and we appreciate your patience as we navigate this process.

Sincerely,



Michelle Webb
Superintendent