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To our families, staff, and community members,

We are writing to inform you on the progress of the collective bargaining between Foothills School Division (FSD) and the Canadian Union of Public Employees (CUPE) Local 5040 who represent our valued school-based support staff. An outline of the status of our collective bargaining with CUPE Local 5040 as well as information for next steps are below:

CUPE Local 5040

CUPE Local 5040 represents our school-based support staff. This staff group comprises of the current active roles at FSD:

- Career Technology Studies Instructors (non-teacher)
- Data Facilitators
- Educational Assistants
- Learning Commons Facilitators
- Office Administrators
- School Secretaries
- Youth Development Coaches

Timeline of Negotiations

- **August 22, 2024:** Successful conclusion of bargaining for the 2020-2024 Collective Agreement.
- **August 31, 2024:** The previous collective agreement expires
- **September 26 & 27:** CUPE Local 5040 and the FSD bargaining teams met to bargain in good faith towards a settlement, within the environment of provincial bargaining directives.
- **December 3 & 18, 2024:** FSD met with local and national representatives of CUPE Local 5040, along with a Provincial Mediator, at CUPE's request, in an effort to reach a new collective agreement. *Note, a scheduled meeting for December 5 was cancelled due to the CUPE 5040 requested mediator not being available.*
- **January 24, 2025:** CUPE Local 5040 requested the Provincial Mediator to 'book out', of the mediation process without providing a recommendation to the parties for settlement and asked the Mediator to begin the cooling off period, as per *the Labour Relations Code*.
- **January 26, 2025:** The Provincial Mediator notified parties that he has booked out and that the 14-day 'cooling off period' has started.
 - At the end of this period, it is within the right of the union to conduct a supervised strike vote, which may result in the Division receiving 72 hours' notice that members of CUPE Local 5040 will take job action.

- **February 21 & 28, 2025:** Scheduled days for collective bargaining between FSD and CUPE Local 5040, facilitated by the Provincial Mediator.

Preparing for Next Steps

We are sharing the following important information so you are informed and prepared for what may occur in the following weeks. Should CUPE Local 5040 vote in favor of job action, they are required to give their employer, Foothills School Division, a 72-hour notice before withdrawing their services.

While we remain optimistic that job action can be avoided, and are committed to the scheduled mediation dates, we want you to know that our team is preparing for either outcome to uphold student and staff safety and well-being.

Our Commitment to Health, Safety, and Well-being

We understand that this news can cause concern. School-based support staff are integral to student engagement, support, and success.

We are committed to supporting our students, families, and staff, and addressing their needs as effectively as possible. The safety, health, and security of our students and staff are paramount and will influence our decisions to navigate the impact of any job action.

Our Commitment to Keep you Informed

As partners in education, we are sharing this information with you so you can be informed regarding the activities that impact student learning.

While this news can bring questions, concerns, and speculation, we ask for you to please direct your wonders to communications@fsd38.ab.ca so we may support you with the most accurate and current information. We also invite you to visit [the Labour Relations page at our website](#) that contains the enclosed information, as well as additional resources to illustrate the collective bargaining process, and how job action impacts school operations and student learning.

We thank you for your patience and understanding.

Yours in learning,



Chris Fuzessy
Superintendent of Schools
Foothills School Division