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February 12, 2025

Dear FSD Community,

We want to inform you of an important update regarding an ongoing situation in our school division. As you may know, the Division has been in the collective bargaining process with CUPE Local 5040, who represents integral members of our school-based support staff including these active roles:

- Career and Technology Instructors (non-teachers)
- Data Facilitators
- Educational Assistants
- Learning Commons Facilitators
- Office Administrators
- Secretaries
- Youth Development Coaches

On February 10 and 11, 2025 the union held a supervised strike vote, and according to unofficial results released this morning, the union has voted in favour of future job action. At the time of this letter, (February 12, 2025 at 2:00 PM) formal strike notice has not been received. The strike vote is valid for 120 days, which means any time between February 12, 2025, and June 12, 2025, inclusive, the union can give the Division 72 hours' notice that they will take job action. We will inform you directly if information becomes available.

The Collective Bargaining Process

The Division is dedicated to collaborating with all bargaining units to negotiate existing and expired contracts. We were pleased to finalize the 2020 - 2024 CUPE Local 5040 contract on August 22, 2024, which resulted in agreed-upon wage increases for all members of the bargaining unit.

Following that round of negotiations and mediation, FSD met with CUPE Local 5040 in September 2024 to begin bargaining on the 2024/2025+ agreement. The complete timeline of the bargaining process is [available at our website](#).

We remain committed to working with the CUPE Local 5040 negotiating team to collaboratively come to an agreement that is within Division and provincial constraints and that recognizes the value our team members provide to the organization. We are scheduled to meet with CUPE Local 5040 bargaining team on February 21 and 28, 2025 to further our negotiations.

Impact on Student Learning

We understand that this news of potential labour action is a concern. The members of our school-support staff team are key to the engagement, support, and success of all learners, and they make a significant impact on our

students' lives. As a school division, the safety and well-being of every learner is our top priority. We respect the right of our colleagues in CUPE Local 5040 to take job action and know that any job action will impact the operation of our sites.

If we receive formal notice of job action, that impacts the school day, from CUPE Local 5040, we will communicate details of how our operations will adapt to the change in school supports. Below we outline what you can anticipate should job action take place:

- **Schools will remain open:** Classes from Junior Kindergarten through to Grade 12 are in operation. Schools will remain open and continue to provide safe, welcoming, caring, and respectful learning environments. However, adaptations to operations will be in place.
- **Students needing additional supports:** We have assessed the needs and created plans to best support each student. Accordingly, students requiring specialized care or medical assistance, for example, may have a continuity of learning from home during the strike. Your child's school will directly communicate learning plans with you.
- **Bussing services:** All bussing services are in operation. Please check the website Bus Route Service page for updates.
- **Extracurricular activities and field trips:** May be impacted during the strike; schools will communicate as early as possible should events and field trips become cancelled.

Safety is a priority

We understand that this situation may cause a challenge for your family. We appreciate your patience and understanding as we work toward a solution that best asserts the well-being and safety our staff, students, and families.

Should you have questions about this labour action, we encourage you to visit the Labour Relations | CUPE page at our website. If you have wonders about your own child's learning during labour action, please connect with your child's school.

Thank you for your partnership in education.

Yours in learning,



Chris Fuzessy
Superintendent of Schools
Foothills School Division