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重要通知：请找人为您翻译这篇文件。

یادداشت مهم: لطفاً شخص را با خود اشته باشید که این موضوع را به شما ترجمه نماید.

Thông báo quan trọng. xin quý vị vui lòng hãy tìm người phiên dịch văn kiện này.

ਜਰੂਰੀ ਸੂਚਨਾ। ਕਿਰਪਾ ਕਰਕੇ

ਇਸਨੂੰ ਆਪਣੇ ਲਈ ਕਿਸੇ ਤੋਂ

ਅਨੁਵਾਦ ਕਰਵਾ ਲਵੋ

اہم نوٹس براہ مہربانی:۔ اگر کوئی آپ کے لئے اس کا ترجمہ کرے

जरूरी सूचना। किरपा करके इसे

अपने लिए किसी से अनुवाद करवा

लें।

Aviso Importante: Por Favor entregar a alguien para traducirla para usted.

중요한 공지: 다른 사람이 이것을 당신을 위해 번역하게 해 주십시오.

Важно:

Пожалуйста, попросите кого-нибудь перевести это для Вас.

ملاحظة هامة: الرجاء

ترجمة هذه المعلومات.

February 7, 2025

Dear CUPE member,

We want to update you on collective bargaining between the Calgary Board of Education (CBE) and CUPE Local 40.

CUPE Local 40 is holding a strike vote for its members on Feb. 10 & 11, 2025.

We value the contributions of all employees who support student success. We are committed to bargaining in good faith to negotiate a new collective agreement.

CBE's Current Proposal – 10.4% wage increase over four years.

On Feb. 5, CBE presented an updated wage proposal to CUPE Local 40.

The updated proposal includes wage increases of 3%, 3%, 2% and 2% over the next four years. This means a 10.4% increase over the four-year term for CUPE Local 40 members.

This is **in addition** to wage and other monetary increases from the 2020-24 collective agreement which was ratified in February 2024. On May 3, 2024, you received:

- A one-time market adjustment of 5% or more (depending on your position)
- A 2.75% wage increase in the 2020-24 collective agreement
- Safety footwear increased from \$200 every 2 years to \$150 annually and mechanics tool allowance increased from \$500 to \$600 annually
- Non-monetary benefits such as the addition of an option to allocate annual spending credits to a Wellness Spending Account, and a change to give employees up to May 1 to establish their vacation schedule.

CBE's proposal is reasonable and consistent with proposals and agreements reached across the province.

Strike Vote Feb. 10 & 11 - Your voice matters!

This is an important decision for you and your family. It's your decision how you choose to vote. The outcome of the strike vote is determined by those members who participate in voting. If the strike vote is successful, the union may call a strike of all CUPE Local 40 members as early as the following week. All eligible CUPE members can vote outside of work hours.

Questions?

If you need more information about the strike vote (time, location, process, etc.), please reach out to CUPE Local 40.

Our Commitment

CUPE members are an important part of our school communities. CUPE Local 40 represents about 800 employees, or 5% of the CBE workforce. Its members include cleaners, facility operators, heavy duty mechanics, locksmiths and members involved in snow removal, grounds maintenance and other lines of work.

We remain dedicated to bargaining in good faith with CUPE Local 40 to come to an agreement that will avoid strike action. CBE believes that an agreement is possible when both parties are committed to bargaining together.

We will continue to keep you informed with direct communication.

Respectfully,
CBE Labour Relations