



Important Notice: Please have someone translate this for you.

Avis Important: Veuillez s'il vous plaît demander à quelqu'un de traduire ce document pour vous.

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.

ਜਦੂਰੀ 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.

UPDATE | Monday, Feb. 10

Dear CUPE Local 40 members,

Today, we want to clarify some information for you as CUPE Local 40 employees. This is a follow-up to the email you received on Friday, Feb. 7, 2025. We value you and the work you do in our schools each and every day.

Wage Proposal

The wage proposal on the table provides all CUPE Local 40 members with increases each year over the next four years. If accepted, it represents a **10.4% increase** to members.

When combined with wage adjustments and increases under the 2020-2024 agreement, this proposal would see the **majority of CUPE Local 40 members receiving overall wage adjustments equaling 17.75% between 2023-2027.**

Inflation impacts everyone. CBE's proposal offers its employees real wage increases.

Strike Vote: Happening Monday, Feb. 10 and Tuesday, Feb. 11

It is important for Local 40 members to express their views on strike action. The outcome of the strike vote is determined by those members who participate in voting.

This is an important decision. Strike action will impact you and your family. It will disrupt your pay and benefits.

Bargaining Information

CBE is bargaining with CUPE Local 40. Bargaining happens between CBE, as your employer and CUPE Local 40.

As a CUPE Local 40 member, you have a voice on what is important to you in local bargaining and can ask CUPE Local 40 to take wage proposals seriously.

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 communications.

CBE Labour Relations