IMPORTANT BARGAINING NEWS

NOTICE of CHANGE

We received feedback that not all members received or saw the notice sent out on Friday or the follow-up Newsletter on Saturday. The Bargaining, Executive Cmts. along with the National Representative, believe the best step forward, given this potential gap in communication/notice and the importance of this meeting, is to move the meeting date to

Saturday, November 7th, 10:15 – 11:30am

allowing you, the membership, time to plan your attendance.

This meeting is hosted both, in-person at Brooks Library and online for members who have provided their personal email contacts with the form noted below.*

- SPECIAL MEETING-

for ALL CUPE476 Registered Members

Saturday, November 7th from 10:15 – 11:30am for a SPECIAL Meeting and Ratification vote on our recently completed negotiated contract.

During the last two months, your CUPE476 Bargaining Committee sat down with the employer to negotiate updates for our 2025-2029 contract, focusing on concerns brought forward as well as housekeeping updates and applying portions of the Provincial Framework Agreement (PFA endorsed in April 2026), including the monetary portion.



November 7th from 10:15 – 11:30am will have a time for an overview of the PFA (see right column) and then our National Representative will present the negotiated changes to our Local C/A.

Afterwards, those registered members will receive a secure link to a secure vote where you will be asked:

"Are you in favour of this Memorandum of Agreement?"

***Member Registration link:**

Update Your Contact and Membership Information

Our current 2022-2025 contract can be found through this link - **cupe-sd47-local-agreement-2022-2025.3598696889.pdf**

Negotiated changes will be presented as part of the meeting and made available then.

qSD#47, The Board of Trustees, will also be hosting their ratification vote later in November.

Please follow this link provincial-framework-agreement-2025-2029-final-2026-04-11.pdf to the 2025 – 2029 PFA and Review.

This, combined with our Local Agreement, creates the *Memo of Agreements (MOA)* and our full Collective Agreement.

It is important to note that this round, there was less flexibility than we have seen beforehand, though there were other improvements across the sector.

Key Highlights:

The agreement has a 4-year term in effect from July 1, 2025, to June 30, 2029. It includes a **general wage increase of 3%** in each year, retroactive to July 1, 2025.

Labour market adjustments
The agreement allocates $4.1 million for locals and school districts to jointly apply for labour market adjustments for positions facing recruitment and retention challenges.

Local bargaining [qSD#47 and CUPE476 - $41,000]
Local bargaining tables will have $15.9 million available to negotiate ongoing service and learning improvements that have a direct or supporting connection to student learning. This can include, but is not limited to, increased hours, increased full-time employees, and professional development. This funding will be allocated to local tables based on full-time enrolled students in the districts, with a minimum amount allocated for small districts.

Public Education Benefits Trust [our extended benefits program]
Regular annual funding to the Trust will continue, with an additional $13,995,000 in new annual funding to ensure continuing long-term disability benefits.

Extended benefits
New funds are allocated for improving the Standardized Extended Benefits Plan.

Provincial Classification Support System [NEW Job Evaluation Tool/Process – yet to be fully defined]
During the term of the agreement, the K-12 Presidents Council and BCPSEA agree to finalize the Provincial Classification Support System. This replaces the Provincial Joint Job Evaluation Plan. Previously negotiated funds will be allocated to locals and districts to support existing or new job evaluation plans.

Addressing violence in the workplace
There are several new provisions addressing violence experienced by school support workers in the workplace. These provisions require employers to:

- Ensure workers have access to supports following work-related traumatic incidents
- Provide and make workers aware of violence prevention and response materials, and procedures and forms to complete in response to violent incidents

Contracting out
There is a new provision requiring school districts to provide information to locals on the contracting out of work.