



Date: October 4, 2024 **Agenda Item:** 2.

To: Board of Trustees

From: Shawna Warren, Superintendent

Originator(s): CUPE Negotiations Committee
Lisa Lacroix, Associate Superintendent, Human Resources
Sean Nicholson, Associate Superintendent, Corporate Services

Subject: **CUPE Collective Agreement**

Recommended Motion:

THAT the Board of Trustees approve the CUPE Mediator’s Recommendation as presented at the October 4, 2024, Special Board meeting.

Background:

The CUPE Collective Agreement expired on August 31, 2020. The CUPE Union Bargaining Committee and the CUPE Employer Bargaining Committee met in June 2022 and again in January 2024 but were unable to reach an agreement. The Union made an application for the services of a mediator on January 21, 2024. Klause Opatril was appointed on February 7, 2024.

The Mediator met with the parties in June and September of 2024. Frank and useful discussions took place and both parties worked diligently to resolve this dispute. However, the parties were not able to arrive at a resolution. A Mediator's Recommended Terms of Settlement which includes all items agreed to by the parties prior to mediation has been submitted to both parties for ratification.

The division has given sincere consideration to the mediator's recommendation and believes it reflects a workable solution to the items in dispute and that it is a resolution desirable to both parties.

Status & Relationship to Superintendent Leadership Quality Standard (SLQS):

This report aligns with the [SLQS](#) in the following way:

COMPETENCY: (6) School Authority Operations and Resources
INDICATORS: e. establishing data-informed strategic planning and decision-making processes that are responsive to changing contexts.



Governance Implications:

[Education Act](#)

Labour relations

227 (3) When a delegation is made under subsection (2), the employers' organization may bargain collectively and make an agreement on the board's behalf in accordance with the *Labour Relations Code*.

[Policy 225: Role of the Board](#)

Resource Stewardship

The Board shall ensure effective stewardship of the Board's resources [Education Act s. 33(1)(i)]. Specifically, the Board:

48. Ratify Memoranda of Agreement with bargaining units.

[Policy 230: Appendix E: C.U.P.E. Negotiating Committee](#)

1.1 To negotiate on the Board's behalf with representatives of C.U.P.E. on any matters pertaining to the adoption of a new Collective Agreement or changes to an existing Collective Agreement in accordance with the Employment Standards Code.

Administration is prepared to respond to questions at the October 4, 2024, Special Board meeting.

Attachment(s):

Not applicable.