



January 9, 2025

Dear Sturgeon Public Parents and Guardians,

We are writing to inform you that CUPE Local 4625, representing support staff in our schools; Educational Assistants, Administrative Assistants (at school locations), Office Clerks, Therapy Assistants, Licensed Practical Nurses, Finance Clerks, Nutrition Coordinators, Lunch Supervisors and Library Technicians, served strike notice.

In an official letter delivered today, January 9, 2025, the CUPE Local advised the Division they will commence strike action on **January 13, 2025, which will occur at all school locations from 7:30 am to 9:00 am followed by a work-to-rule for the remainder of the day.** The Division is unsure at this point what will occur beginning Tuesday January 14, 2025, but we assume strikes will continue daily from 7:30 am to 9:00 am. CUPE could however change their strike parameters at any time. We will continue to send out communication to all families as soon as we become aware of any changes.

Schools will remain open at this time. We will prioritize the safety and well-being of all students. Due to limited staffing, some services and support may be impacted. We encourage parents to communicate with their child's teacher for specific questions regarding any changes in classroom routines.

While we respect the right of our support staff to strike, we are disappointed that this action will impact our classrooms. We remain committed to bargaining and finding a resolution that avoids further disruption.

How we got here

We have been working together with CUPE Local 4625 since 2021 to reach a collective agreement on matters that are important to the local. Steps have been taken to address key issues between the parties, which included having a mediator appointed to work towards a collective agreement.

We value the incredible work that our support staff do in our schools to support student success each and every day, and we remain committed to reaching an agreement.

Impact on Student Learning

We understand this will have an impact on our schools and student learning. The Division has contingency plans in place. Below you will find the key details you need to know to ensure a smooth experience for you and your children.





School Operations

- **Schools Remain Open:** Despite the strike, it is our intent to operate our schools as usual. Classes will be held and students are expected to attend.
- **Pre-Kindergarten Programming:**
 - For Monday, January 13, 2025 and until further notice:
 - Morning Pre-K Programming will begin at 9:15 am. There will be no Transportation service for Pre-Kindergarten students in the morning.
 - Afternoon Pre-K Programming will run as usual.
- **Specialized Programming and Students with Diverse/Complex needs:** There may be adjustments to programming for students who need extra support. Schools will contact affected families directly to discuss specific arrangements.
- **Extracurricular activities:** May possibly be impacted during the strike. Further communication to follow.
- **Transportation Service:** Transportation services will continue as usual for the first few days of the strike, however, routes may shift.

Arrival and Departure Procedures

- **Drop-off & Pick-up:** Parents are advised to allow extra time due to potential delays caused by picketing. Designated drop-off areas will be supervised to ensure student safety.
- **Designated Areas and Supervision:** Staff will supervise and assist students in designated drop-off and pick-up areas. We appreciate your cooperation in following these guidelines.

Safety Measures and School Access

- **Picketing Locations:** While specific picketing locations cannot be predicted, we assure you that all necessary safety measures are in place to protect students and staff.
- If you notice anything unlawful or suspicious on the picket line, please contact the RCMP on non-emergency numbers:
 - Sturgeon County Area/Morinville 780-939-4520
 - Redwater Area 780-942-3600



Reminders and Communication

- **Normal Protocols:** Please follow our usual communication protocols by contacting your child's teacher for classroom-specific questions or concerns, and your school Principal for questions about school operations.
- **Joint Use:** All Joint-Use Activities may be suspended. Joint-use facilities such as evening gym activities, may not be available during the strike. Further communication will follow if Joint Use is canceled.

Frequently Asked Questions:

What is a CUPE strike?

A CUPE strike involves employees represented by the Canadian Union of Public Employees (CUPE) stopping work to negotiate changes to their collective agreement. In the case of schools, this means support staff like educational assistants, librarians, nutritional coordinators, therapy assistants, finance clerks, lunch supervisors, licensed practical nurses and office staff may be on strike.

How long will the strike last?

It's impossible to predict the duration of a strike. Both the union and the school board will work towards a resolution as quickly as possible.

Will my child still be able to attend school?

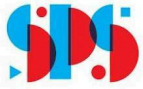
Yes. Schools will remain open at this time. We will prioritize the safety and well-being of all students. However, due to limited staffing, some services and support may be impacted. We encourage parents to communicate with their child's teacher for specific questions regarding any changes in classroom routines.

What if my child has special needs?

We understand the importance of providing tailored support for students with special needs. Schools have been assessing each student's needs and will continue to work closely with families to develop an individualized plan. In some cases, students may be asked to remain at home if their required supports are unavailable during the strike. If you have any questions, please reach out to the Principal.

How will I be notified about school closures or changes?

We will use multiple communication channels, including SchoolMessenger. Please ensure your contact information is up-to-date. We will also post updates on our school websites.



Where can I find more information?

You can contact the school directly for specific questions.

We understand that this situation may cause some inconvenience and we appreciate your patience and understanding as we work through it. Our primary goal is to ensure the safety and well-being of all students and staff.

Thank you for your continued support and cooperation.

Sincerely,

A handwritten signature in black ink, appearing to read 'SW', is placed above the printed name.

Shawna Warren M.Ed.
Superintendent

