



November 12, 2024

CUPE Alberta  
300, 10235-124 Street  
Edmonton, Alberta  
T5N 1P9

**Re: Letter of Support & Solidarity for Alberta Educational Support and Custodial Staff**

The Alberta Colleges & Institutes Faculties Association (ACIFA) wishes to send its support and solidarity to all CUPE members who work as Educational Support Staff and Maintenance Staff in our province's K-12 school system.

Faculty in Alberta are particularly concerned about the interference in the collective bargaining process that CUPE members have encountered this fall. ACIFA has long advocated for an end to the Government of Alberta's implementation of secret mandates around public service collective bargaining tables, and strongly endorse CUPE's efforts to secure fair pay for its members. Years of stagnant wages in the face of rampant inflation have seriously eroded the purchasing power of workers' salaries in our province, and it's long past time that the front-line staff in Alberta's schools receive proper compensation for the hard work they do in support of our children.

However, we are equally as concerned about the provincial government's repeated granting of your employers' requests for the appointment of Dispute Inquiry Boards (DIB). It was wrong when this happened last month to CUPE 2559 and 2545 in For McMurray, it was wrong when it happened to CUPE 3550 in Edmonton this past week, it will be wrong if this happens to CUPE 474 (who also voted to strike in the past week) and it would be wrong if this happened any other time.

ACIFA represents approximately 7,000 Faculty at community colleges and polytechnic institutes from across Alberta, and stands shoulder-to-shoulder with our brethren at CUPE Alberta. We call on the Government of Alberta and all regional schools boards in the province to address your members' concerns, and promptly resume good-faith bargaining for a new collective agreement (one that enshrines fairness, dignity, equity, fair pay, and respect for all).

Many of ACIFA's institutional members have begun the next round collective bargaining on their respective campuses this fall, and as such, we strongly believe that what happens at one bargaining table will cause ripple effects at others. In other words, an injury to workers at one work site represents an injury to workers at all worksites. You have our full support!!

In Solidarity,

Shauna MacDonald (on behalf of The Presidents' Council and Executive of ACIFA)  
President  
Alberta Colleges & Institutes Faculties Association  
Edmonton, Alberta