

Update on Provincial Labour Negotiations with the Alberta Teachers' Association (ATA)

(Fort McMurray, AB - September 3rd, 2025) Dear Parents and Guardians,

As the 2025/26 school year commences, we want to ensure our families are kept up to date on the ongoing provincial labour negotiations between the Alberta Teachers' Association (ATA) and the Teachers' Employer Bargaining Association (TEBA). We understand the uncertainty this situation may cause and are committed to clear, consistent updates as we receive them.

Current Status

- **Learning Continues:** There are currently no disruptions; FMPSD classes and programs are operating as usual.
- **Negotiations:** Most recent talks between the ATA and TEBA took place last week. At this time, no new sessions are scheduled.
- **Strike Readiness:** ATA members voted June 5–8, 2025, in favour of a strike and may now initiate one with 72 hours' notice should they choose. This is the normal process for labour action.
- **Lockout Option:** TEBA has requested a lockout vote, which, if passed, would permit a lockout to proceed with at least 72 hours' notice. This is the normal process for labour action.

What Happens if a Strike or Lockout Notice is Given?

If a strike or lockout notice is issued, you will receive a minimum of **72 hours' notice** prior to any changes.

Critical Impact:

- All classes in FMPSD will be suspended, and schools will be closed to students for the full duration of any strike or lockout.

How Bargaining Works in Alberta

Provincial teacher bargaining includes two distinct stages:

1. **Central Bargaining (Currently happening):**
 - Focuses on province-wide issues such as salary and general working conditions
 - ATA Central Table Bargaining Committee (CTBC) and TEBA are parties to these negotiations.
 - FMPSD is represented through TEBA
2. **Local Bargaining:**
 - Occurs only after central matters are finalized

- Focuses on division-specific issues

Who are ATA members?

All certificated teachers, principals, and vice principals are members of the ATA.

Keeping You Informed & Supported

We are regularly reviewing contingency plans to do our best for students, staff, and families. In the event of a labour interruption, Alberta Education and Childcare will provide guidance to all boards, including FMPSD. Our communication will come as soon as we receive them:

- Look for important updates via email, our website, and divisional social media
- Prepare for the possibility of sudden school closures

We appreciate your patience, cooperation, and understanding as we work through this matter. Please know we remain committed to the well-being and educational needs of your children and will aim to restore normal operations as soon as possible.

If you have any questions or concerns, please contact your child's school directly or reach out to our Division Office.

Thank you for being a valued part of our school community.

Sincerely,

Office of the Superintendent

Fort McMurray Public School Division

780-799-7900

info@fm-psd.ab.ca