

CUPE 3260 BARGAINING TEAM MEMO

SUBJECT : Update from the Bargaining Committee

DATE : January 2026

Dear CUPE Members,

Outlined below in more detail, is a snapshot into the bargaining process.

Each CUPE Local across the country is assigned a CUPE National Servicing Representative. These representatives are trained by CUPE National in collective bargaining and serve as the lead negotiator throughout the process.

As you know, bargaining is a lengthy and complex process. CUPE 3260 has been without a collective agreement for over a year. Bargaining was delayed as the Local was still in arbitration over the previous agreement throughout the summer. Once arbitration concluded, the Local then had to wait for available dates from the employer.

The initial phase of bargaining focuses on non-monetary items within the collective agreement. These include issues raised by members through surveys, meetings, and experiences over the past several years—areas that require clarification, improvement, or correction. The employer also brings forward its own proposed changes. This exchange has already taken five bargaining sessions and will likely require several more before these items are resolved.

Only once — and if — agreement is reached on these non-monetary provisions, do discussions move to monetary items.

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As part of CUPE National, CUPE 3260 has access to experienced researchers and legal counsel who support the bargaining process as needed. 3260 has utilized research support in several key areas, including:

- Reviewing collective agreements from CUPE education locals across Canada, with particular emphasis on the Maritime provinces, as regional comparisons carry greater weight;
- Comparing our agreement with those of other PEI public sector workers;
- Analyzing inflation since the start of our last contract, assessing whether prior increases kept pace, and determining what would be required to address current and projected inflation.

The research is then weighted alongside member priorities to determine how best to achieve the strongest possible monetary outcome. At this stage, it is difficult to identify precise figures for several reasons.

For example, while members may understandably focus on an hourly wage increase, bargaining strategy often looks beyond a single dollar or percentage figure. The Local may pursue alternative gains that do not appear as a direct wage increase but results in a greater overall daily or annual monetary benefit to members. Ultimately, the goal is always to maximize the total value of the agreement.

Additionally, specific dollar amounts are not put into writing prior to receiving the employer's initial monetary offer. This is a deliberate and strategic approach to not inadvertently limit negotiations or settle for less than what may ultimately be achievable.

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If you have any questions, please use the contact information below. Direct contact with the Local is always best to ensure the most accurate information. The goal of this overview is to provide transparency while ensuring the integrity of the bargaining process is not compromised. Thank you.

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IN SOLIDARITY,



**COLLEEN JACKSON
PRESIDENT, CUPE
3260**