



---

## Canadian Union of Public Employees Local 3260

---

Educational Assistants, Youth Service Workers, Student Attendants,  
Workplace Assistants, School Mental Health Workers and  
Educational Language Interpreters.

March 10, 2026

Dear Members,

Your CUPE 3260 Executive and Negotiations teams have always committed to our members to be respectful, transparent, and member focused.

When it relates to bargaining, while we understand that the process can generate strong opinions and feelings, it is important to recognize that public commentary can inadvertently complicate an already delicate process.

Bargaining works best when discussions occur at the negotiating table and through established union processes. Speculation or debate about individual proposals outside of that framework can undermine effective negotiations and does not reflect standard bargaining practices followed by unions and employers alike.

CUPE Local 3260's bargaining team has always been guided by the priorities expressed by members, including the clear and longstanding objective for real wage increase. These priorities remain central to the union's approach at the bargaining table.

The Executive and the Negotiation teams are working together to attain a 7-hour workday. This objective has been years in the making - building momentum and community support outside the bargaining process. Approximately 82% of our members have expressed the desire to work 7 hours or more a day and this is why this issue remains at the forefront of all conversations. CUPE has always been of the mindset that all efforts would be made on our part to ensure accommodations would be offered to those who preferred to maintain their current workday.

We encourage members to continue engaging with their union through established channels so that concerns and questions can be addressed constructively.

In Solidarity,

CUPE 3260 Executive & Negotiations Teams