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First offer made on provincial public sector wages

Your K-12 provincial bargaining committee met yesterday with the B.C. Public School Employers' Association (BCPSEA). At this bargaining session, BCPSEA tabled their first monetary offer. We are sharing BCPSEA's offer with you to make sure you have accurate information.

BCPSEA proposed a 2-year term, with annual general wage increases divided between different dates in each year.

Year 1 – BCPSEA proposed two options for the year 1 general wage increases

Option A

0.75% as of July 1, 2025

0.75% as of January 1, 2026

or Option B

0.5% + \$0.15/hour as of July 1, 2025

0.5% + \$0.15/hour as of January 1, 2026

Year 2

1% as of July 1, 2026

1% as of January 1, 2027

This offer falls far short of recent wage settlements reached by CUPE locals across our province. It also falls far short of what school support workers in our province need and deserve. It does not satisfactorily advance our bargaining priorities, and does not respect the critical role we serve in British Columbia's public education system.

This is BCPSEA's first offer, and it has not been accepted. We know from the last round of negotiations that collective bargaining is a process, and that there is plenty of work to do before we get to a tentative agreement.

We are committed to the negotiation process and the priorities school support workers across our province identified for this round of bargaining. We will continue to pursue your priorities at the bargaining table, and are in the process of confirming additional bargaining dates. We will provide an update when we have more information to share.

In the meantime, we continue to communicate with other public sector unions who are at the table—including the BC Teachers' Federation, the BC General Employees' Union, the Hospital Employees' Union and the Health Sciences Association of BC—with the common goal of fair wages and working conditions for all public sector workers in our province.

Your continued support and engagement is critical to the success of bargaining. Please make sure your local has your personal email address for updates. You can find updates at bcschools.cupe.ca, our [Facebook page @cupek12bc](#), and directly from your local.