



University of British Columbia Employees
CUPE Local 116

BULLETIN

BARGAINING BULLETIN #1

October 8, 2025

Bargaining Update from Your CUPE 116 Bargaining Committee

CUPE 116 and the University have officially begun main table bargaining. On Tuesday, October 7, 2025, the parties exchanged overview documents, outlined their respective areas of focus for this round, and began establishing the bargaining process and protocols, including confirming dates for formal negotiations and the exchange of proposals. Another session is scheduled for later this week, with additional dates booked over the coming months. Bargaining will begin with non-monetary proposals, focusing on contract language and working conditions, before moving to monetary items once those discussions are concluded.

Please note that the current Collective Agreement remains in full force and effect until a new agreement is signed or the bargaining process formally concludes.

At present, a Public Sector Employers' Council Secretariat (PSEC) framework has not yet been established through public-sector bargaining. As noted earlier this year, when we provided background information on PSEC in the bargaining survey, this framework sets general wage parameters and other monetary aspects of negotiations, providing guidelines to employers during the bargaining process. Until it is established, substantive discussions on monetary matters cannot take place. We are hopeful that the current delay signals recognition that public-sector workers deserve fair wage increases and adjustments that reflect today's economic realities, and that the upcoming approach will be more flexible and responsive to those needs.

You may have seen in the news that the BC General Employees' Union (BCGEU) is currently engaged in strike activities action after negotiations with the provincial government broke down. Their efforts are aimed at bringing the employer back to the table to secure a fair deal.

Once a PSEC framework is issued, it typically defines the maximum terms available for settlements. For that reason, public-sector unions across BC are aligned in calling for a more responsive and forward-looking framework that reflects the rising cost of living, ongoing affordability challenges, and the value of the work performed by public-sector employees.

While the PSEC framework influences all public-sector bargaining, much of any agreement depends on the hard work and persistence of your Bargaining Committee and the cooperation of the University. Past rounds have achieved significant improvements through diligence, preparation, and solidarity at the table. With your continued support, we are confident this round will deliver positive results for our members.

We remain committed to negotiating in a timely, transparent, and productive manner and to advancing proposals that strengthen our workplaces, protect job security, and improve fairness for all, and address affordability challenges.

Your Bargaining Committee looks forward to moving ahead with these discussions and will continue to keep you informed as bargaining progresses.

In Solidarity,

Your CUPE 116 Bargaining Committee

(Roger De Pieri, Richard Gee, Mike Laing, Elinor Morris, Roger Newell, Pritesh Padhiar)