



NOTICE TO EMPLOYER AND EMPLOYEES

On September 15, 2025, the Board received a bad faith bargaining complaint from the Teachers' Employer Bargaining Association (the "Employer" or "Complainant" or "TEBA") affecting The Alberta Teachers' Association (the "Union" or "Respondent" or "ATA").

The complaint alleges the Union has violated section 60(1)(b) and 60(3) the *Labour Relations Code* (the "Code"). Specifically, the complaint alleges that:

- The Talking Points Communication misrepresents what occurred at the bargaining table by stating that TEBA did not have a mandate to negotiate on the listed issues. This statement is false and misleading as it is in direct contradiction to the TEBA Recruitment LOU proposal to which the ATA concurred. It is also inconsistent with the other items that TEBA agreed to at the bargaining table in relation to these issues including the CIWG Provision, the TPEFWG and the OH&S Provisions.
- The Talking Points Communication further misrepresents the negotiation by claiming a potential strike is intended to address "sustainable funding" when both parties have acknowledged that salary is the remaining outstanding issue in the negotiation.
- This false narrative by the ATA denigrates both TEBA and the government (the latter being referenced in the Talking Points Communication) and was published at a critical time in the bargaining process. These actions intentionally or recklessly mislead teachers, and consequently, the public, into believing that TEBA is refusing or unable to bargain on the Classroom Complexity Issue. This creates mistrust and hostility in the bargaining process and unnecessary teacher and public unrest. The resulting impact of the ATA's improper actions is significant given the serious harm that an ATA strike will have on students and the public generally.

Any employees or groups of employees affected by this matter may make representations on the above matter by filing a written statement with the Alberta Labour Relations Board **on or before September 19, 2025**. The statement must provide in detail the reasons for the representation.

If an individual files a statement on behalf of a group of employees, it must contain the names, addresses, telephone numbers and signatures of all employees supporting the statement, in addition to the name, address, telephone number and signature of the individual filing on behalf of those employees who have signed the statement. **Please note that any document sent to the Board regarding the application will be placed on the public record and provided to the parties affected by the application.**

If you have any questions regarding this matter, please contact Labour Relations Officer Patricia Lafave at patricia.lafave@gov.ab.ca or (780) 422-7378

If any person has any questions relating to this matter, please contact:

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