

2025 City of Victoria Bargaining Update

17-Nov-25

City of Victoria CUPE Local 50 Members,

We wanted to reach out to share where we're at with bargaining, and what you can expect moving forward.

We last met with the employer to negotiate on October 20 and at that meeting the City put forward a settlement package. A settlement package is the employer's full set of proposals that outlines what they're offering to resolve negotiations and reach a new collective agreement. It's their "complete offer" that shows what the final deal would look like if it were accepted.

After receiving the employer's full settlement package, it was decided to cancel the next scheduled bargaining date of October 24 to allow time for us to carefully review and assess the offer.

Regional Bargaining

A number of other CUPE locals who represent municipal workers in our region are also bargaining right now. We're continuing to stay connected with them so we're aware of what's happening around us. This helps ensure we remain informed and well-positioned as we continue our work at the bargaining table.

What's Next?

We're working to schedule additional bargaining dates, which are being canvassed for January 2026 as the

earliest availability of the City's Bargaining Committee.

While we've made steady progress towards a new agreement, there are still a number of important key issues we need more time to discuss to make sure we get them right. Our goal is to reach the right collective agreement, not just the fastest one, even if that means spending a bit more time at the table.

Get Involved

Here are a few ways you can support your bargaining committee:

1. **Stay informed!** Read bargaining updates and emails so you know what's happening and how you can contribute
2. **Talk to your coworkers.** Help share accurate information and encourage others to stay engaged, too
3. **Sign up for updates** at www.cupelocal50.ca/contact or scan the QR code below

If you have any questions or concerns, don't hesitate to reach out to info@cupelocal50.ca.

In solidarity,

The CUPE Local 50 Bargaining Team

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Pam Lloyd, Ryan Rutledge & Lino Lazaro



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