

October 16, 2025

Dennis Theobald
Executive Secretary
The Alberta Teachers' Association
11010 – 142 Street
Edmonton, AB T5N 2R1

RE: Offer of Enhanced Mediation to End Current Strike Action

Dear Mr. Theobald,

I am writing to formally propose a process to end the teacher strike and reopen schools while providing a pathway to a potential new settlement.

I am concerned about the progression of central negotiations since the commencement of the provincial teacher strike on October 6, 2025. The most recent proposal offered by the Alberta Teachers' Association reintroduces similar elements found in the Association's ongoing positions on classroom complexity (while also proposing additional compensation increases), nearly doubling the cost of the recent Memorandum of Agreement in the process. TEBA cannot provide a counterproposal when the parties are extremely far apart and the Association has indicated that it is unlikely a counterproposal that is significantly different from your offer would lead to a negotiated agreement.

This is an unacceptable state of affairs when more than 700,000 students are not in school. Accordingly, I am proposing that the parties agree to engage in an enhanced mediation process, as follows:

- The Association would end its strike (and TEBA would end its lockout) and teachers would return to the classroom on **October 20, 2025**.
- The parties would agree to not initiate further strike or lockout activity prior to **November 20, 2025**, and would submit to an enhanced mediation process led by Mediator, Deborah Howes.
- The parties would meet with and provide submissions to Mediator Howes regarding their interests related to salaries and classroom complexity. The parties are left to articulate their interests, however, the parties have acknowledged their shared interests in addressing the varying complexities in the classroom. By committing to this process, we are directing the Mediator to consider the diverse causes of these complexities and consider similarly diverse solutions that could be implemented with flexibility to respond to varying needs, that are actionable within reasonable investments and resourcing, and relying on a committed partnership of the teachers, their employers, the Association and the Government. In any event, the mediator's recommendations cannot provide for hard caps on classroom sizes or student-teacher ratios.
- Mediator Howes would produce a report, no later than **November 13, 2025**, outlining non-binding recommendations for the parties to ratify.

- The Alberta Teachers' Association and the Teachers' Employer Bargaining Association would be required to communicate the results of their ratification votes to the Mediator and one another, no later than **November 20, 2025**.

I trust you will agree that this process is preferable to back-to-work legislation or an extended strike where neither party can say with confidence that discussions are leading toward a negotiated resolution.

I am available to discuss this concept further at your earlier convenience, however, **I require your response to this offer by noon tomorrow, October 17, 2025.**