



August 5th, 2025

Letter to the Mayor and the Councillors

Mayor Brown, Deputy Mayor Jankov, Councillor Muttart, Councillor Beck, Councillor Tweel, Councillor Ramsay, Councillor Doiron, Councillor McAleer, Councillor MacKinnon, Councillor McCabe and Councillor Bernard.

As we come out of this long weekend, we've now reached Day 8 of a historic strike with no movement from the employer in sight. We want to extend our thanks for the warm welcome at the Natal Day Pancake Breakfast event. Thank you to Councillor MacKinnon, Councillor Muttart, Councillor Tweel, Deputy Mayor Jankov, Mayor Brown and CAO Brad MacConnell for great conversations and for your kind words of support.

Twice a day, every day, we've asked Karen Campbell, KC, to return to the bargaining table. On Saturday, we copied the entire bargaining team with this request. We received a response from Karen Campbell with the entire bargaining team removed. We feel now is the time to copy you on future correspondence with our request to return to the table. We urge you to change the bargaining team for this situation to be resolved.

Regarding bargaining, we are flabbergasted that the employer's offer that forced us on strike remains the same. Our members clearly rejected that offer and it's time for the employer to get serious about bargaining and change their position on concessions that negatively impact job security and seniority rights and offer a fair wage to these workers. You should request a special meeting immediately to set a new bargaining team and mandate. You have the power to do so as per the *Municipalities Government Act* (section 121, see attached), "A special meeting of the council shall be called by the chief administrative officer when requested in writing to do so by (a) the mayor; or (b) a majority of council members." This is an urgent situation, and an emergency, because of the critical essential services we provide, as defined in the Emergency Measures Regulations, "(b) infrastructure for the supply of utilities such as water, [...], sanitation ... [...]" (see attached).

The mayor reiterated that the city spends between 75% and 80% of its budget on salaries. This may be accurate on average, but for the Water and Sewer Corporation, the salaries only represent 30% of the expenditures, falling far behind the city's budget on wages (see attached). The Corporation has more than enough money to cover the cost of this wage increase while still maintaining a surplus.

With the employer's offer, in 2024, CUPE Local 830's wages are lower in comparison with at least 10 municipalities in the Maritimes (see attached).

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Our members provide award-winning water. We work in hazardous waste and materials. Every day, we dig near electricity lines, service lines, and water and sewer pipes. Livelihoods, businesses,

residents, and fire services are impacted without water and sewer services. Having these valuable workers walk the line for respect, is this the look we want for the city, especially with tourist season in full swing?

We need a fair deal now as we are on the cusp of Old Home Week. Is this the image you want to portray of your workers forced on the line? We will ensure that we are seen and heard.

Rob Howatt, on behalf of the members of CUPE Local 830

Attachments

Municipal Government Act

Emergency Measures Regulations

Water and Sewer Corporation Audited Financial Statements – Percentage of Salaries to Expenditures

CUPE Local 830 on Strike

2024 Municipal Wage Comparisons with the Employer's Offer to CUPE 830

Penalties

- (6) Where a council member, council committee member or employee contravenes subsection (5), and the municipality suffers a financial loss or the member or employee gains financially as a result of the disclosure or action, the member or employee is guilty of an offence and on summary conviction
- (a) is liable in damages to the municipality for the amount of the financial loss, if any, suffered by the municipality as a result of the disclosure or action;
 - (b) is liable in damages to the municipality for the amount of the financial gain to the member or employee, if any, as a result of the disclosure or action; and
 - (c) if the person is a council member or council committee member, is disqualified
 - (i) from continuing to serve on council or the council committee, or both, as the case may be, and
 - (ii) from being a candidate at any municipal election held in the five years after the commission of the offence.

Inquiry

- (7) Where a council member or council committee member contravenes subsection (5), but there is no financial loss to the municipality or gain to the member as a result of the disclosure or action, the council may, by a vote of two-thirds of its members, request under section 217 that the Minister conduct an inquiry into the conduct of the member to determine whether the member should be disqualified from continuing to serve on council or the council committee, or both, as the case may be. *2016, c.44, s.119; 2018, c.27, s.25(2); 2020, c.76, s.20; 2023, c.29, s.4.*

120. Requirement to attend

- (1) The chief administrative officer shall attend all council and council committee meetings, including meetings that are closed to the public, unless a matter in relation to the chief administrative officer is the subject of the closed meeting.

Recording of minutes

- (2) Where, pursuant to subsection (1), the chief administrative officer is excluded from a closed meeting, the mayor shall designate a person to record the minutes of the meeting as required by section 116 and that person shall sign the minutes in the place of the chief administrative officer. *2016, c.44, s.120.*

121. Special meetings

- (1) A special meeting of the council shall be called by the chief administrative officer when requested in writing to do so by
- (a) the mayor; or
 - (b) a majority of council members.

Notice

- (2) Notice of the date, time and place of the special meeting and the nature of the business to be transacted at the special meeting shall be given at least 24 hours before the time of the meeting
- (a) to the public through local media or other means as prescribed by procedural bylaw; and

Emergency Measures Regulations

Interpretation

1 The following definitions apply to these Regulations

Act means the *Emergencies Act* (*Loi*)

critical infrastructure means the following places, including any land on which they are located:

(a) airports, aerodromes, heliports, harbours, ports, piers, lighthouses, canals, railway stations, railways, tramway lines, bus stations, bus depots and truck depots;

(b) infrastructure for the supply of utilities such as water, gas, sanitation and telecommunications;

(c) international and interprovincial bridges and crossings;

(d) power generation and transmission facilities;

(e) hospitals and locations where COVID-19 vaccines are administered;

(f) trade corridors and international border crossings, including ports of entry, ferry terminals, customs offices, bonded warehouses, and sufferance warehouses. (*infrastructures essentielles*)

foreign national has the same meaning as in subsection 2(1) of the *Immigration and Refugee Protection Act* (*étranger*)

peace officer means a police officer, police constable, constable, or other person employed for the preservation and maintenance of the public peace (*agent de la paix*)

protected person has the same meaning as in subsection 95(2) of the *Immigration and Refugee Protection Act* (*personne protégée*)

Prohibition — public assembly

2 (1) A person must not participate in a public assembly that may reasonably be expected to lead to a breach of the peace by:

(a) the serious disruption of the movement of persons or goods or the serious interference with trade;

Règlement sur les mesures d'urgence

Définitions

1 Les définitions qui suivent s'appliquent au présent règlement.

agent de la paix Tout officier de police ou agent de police employé à la préservation et au maintien de la paix publique. (*peace officer*)

étranger S'entend au sens du paragraphe 2(1) de la *Loi sur l'immigration et la protection des réfugiés*. (*foreign national*)

infrastructures essentielles Les lieux ci-après, y compris le terrain sur lequel ils sont situés :

a) les aéroports, aérodromes, héliports, havres, ports, gares maritimes, jetées, phares, canaux, gares ferroviaires et chemins de fer, terminus d'autobus et gares d'autobus ou de camions;

b) les infrastructures servant à la fourniture de services publics tels que l'eau, le gaz, l'assainissement et les télécommunications;

c) les ponts et les ouvrages de franchissement internationaux et interprovinciaux;

d) les installations de production et de transmission d'énergie;

e) les hôpitaux et les endroits où sont administrés les vaccins contre la COVID-19;

f) les axes commerciaux et les postes frontaliers internationaux, y compris les points d'entrée, les bureaux de douanes, les entrepôts de stockage et les entrepôts d'attente. (*critical infrastructure*)

Loi La *Loi sur les mesures d'urgence*. (*Act*)

personne protégée S'entend au sens du paragraphe 95(2) de la *Loi sur l'immigration et la protection des réfugiés*. (*protected person*)

Interdiction – assemblée publique

2 (1) Il est interdit de participer à une assemblée publique dont il est raisonnable de penser qu'elle aurait pour effet de troubler la paix par l'un des moyens suivants :

CHARLOTTETOWN WATER AND SEWER CORPORATION

Revenues	20/21 Audited	21/22 Audited	22/23 Audited	23/24 Audited
Water & Sewer Fees	\$10,894,476.00	\$11,485,926.00	\$12,329,836.00	\$13,296,251.00
Total Revenues	\$12,805,012.00	\$13,301,240.00	\$14,263,988.00	\$15,408,260.00

Salaries

Wages and benefits	\$3,660,995.00	\$3,741,361.00	\$3,859,447.00	\$4,268,471.00
% of Revenue	28.59%	28.13%	27.06%	27.70%
% of Expenditures	28.79%	29.33%	28.82%	31.19%

Expenditures

Total Expenditures	\$12,716,699.00	\$12,757,023.00	\$13,391,463.00	\$13,685,961.00
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Operating Surplus (Deficit)	\$88,313.00	\$544,217.00	\$872,525.00	\$1,722,299.00
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CUPE LOCAL 830 ON STRIKE

Did you use water today? If so, you may want to read the following.



cupepei.ca

Scan for more
information about
the strike



Scan to send a letter
to the Charlottetown
Mayor and councillors



Who we are:

CUPE Local 830 represents the employees of the Charlottetown Water and Sewer.

What we do:

We provide quality award-winning water to the City of Charlottetown residents, businesses, and fire services. We maintain city infrastructure and ensure the quality of water and sewer services. We are frontline workers in the field and in the office.

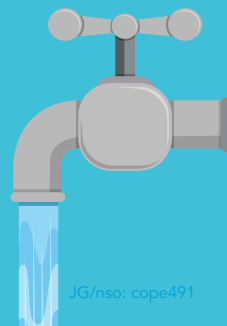
Why we're here:

For the first time in our 60-year history, we were forced to take a strike vote, and we overwhelmingly voted in favour of job action. The last thing we wanted to do was disrupt services and impact the residents. Our goal has always been, and remains, to negotiate a fair contract for us, as workers, for our families and for the community.

What we need:

Workers of the CUPE Local 830 deserve fairness and respect at the bargaining table. Islanders believe a hard day's work should receive a fair day's pay. We work hard for the city and want to be valued and respected for our work.

We support your water and sewer needs 24/7, rain, snow, sleet, or shine. We are asking you for your support! Reach out to your city councillor TODAY by scanning the above!



2024 Comparable Wages with the Employer's Offer

Municipality	Water and Sewer		Maintenance and Construction	Backhoe Operator	GIS Technician	Operations Clerk (II)	Accounting Operations
	Foreman	Technician	Worker				Clerk/Accounts Receivable
Charlottetown	36.10	34.71	32.95	33.54	34.71	32.00	30.99
Summerside	38.49						
Edmundston	41.72	36.61	33.14	34.57	39.32	39.14	35.44
Dieppe	37.78	40.98				32.45	36.24
Moncton	36.40						
Fredericton	36.54	35.47					
Bathurst (L550)		37.26	37.26				
Bathurst (L1282)						34.98	31.91
Riverview			33.11			32.97	31.46
Saint John					38.61		35.45
Halifax	36.34	45.53	33.25				