



August 1st, 2025 **Letter to the City Council – How much are the external legal services costing the City for collective agreements?** Mayor Brown, Deputy Mayor Jankov, Councillor Muttart, Councillor Beck, Councillor Tweel, Councillor Ramsay, Councillor Doiron, Councillor McAleer, Councillor MacKinnon, Councillor McCabe and Councillor Bernard.

Today marks the fourth day on the picket line for CUPE Local 830, water and sewer workers. We have received support on the line from council, residents, tourists, and various union representatives from Prince Edward Island and New Brunswick. We're heading into a long weekend which is a time of gathering with family and friends. This year, it looks different for us with the uncertainty of this situation. Instead of planning BBQs with our families and friends, we are planning picket lines. As per our letter yesterday, we are hoping that you

scheduled an emergency meeting with the Human

Resources Committee to direct your bargaining team to return to the table immediately with a change of position on the key issues. We are surprised that we have not been called back the table. Bargaining stalled before our strike. Why would your bargaining team not change their positions to prevent a strike and now, to end it? We responded to Brad MacConnell's letter (see attached). We have continued to respect and comply with

the

law in Canada while exercising our rights to freedom of expression and freedom of peaceful assembly as enshrined in the ***Canadian Charter of Rights and Freedoms***. Thank you to Mayor Brown for stopping by the

strike headquarters and for your respectful conversation. We

will agree to disagree that you have no powers, as Mayor, when it comes to bargaining. This is your responsibility. You took this responsibility when you were voted into office and when you ultimately took your oath.

Mayor Brown stated this afternoon that the Council has never been involved in negotiations. But now you have a municipal group on strike. Now is the time for the Council to get involved and end this strike.

CUPE negotiates thousands of collective agreements across Canada. It is not lawyers who negotiate the contracts. It is the workers who understand the collective bargaining process. An external lawyer is not required for bargaining. In fact, in the past, this local negotiated contracts within a few days without lawyers involved. CUPE Local 830's wage increase will only cost an additional \$26,440 per year. We wonder how much the external legal services are costing this City for collective bargaining. We urge you to take this situation

seriously and act now. Rob Howatt, on behalf of the members of CUPE Local 830 Attachments

Letter from Brad MacConnell to CUPE Local 830

Letter to Brad MacConnell from CUPE Local 830

July 30, 2025

VIA EMAIL: [robhowatt@hotmail.com](mailto:robhowatt@hotmail.com)

Robbie Howatt  
CUPE Charlottetown Area Office  
26 Paramount Drive  
Charlottetown, PE C1E 0C7

Dear Mr. Howatt, President of Canadian Union of Public Employees, Local 830:

**RE: Picketing Activities of CUPE, Local 830**

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This letter is in response to reports that picketers are continuing to obstruct and interfere with the entrance and egress to City workplaces.

We have been advised that this conduct occurred on July 29, 2025, and again this morning, July 30, 2025. It is also our understanding that this conduct has resulted in the involvement of law enforcement on both occasions. These actions are concerning and, more importantly, contrary to lawful picketing activity.

The City recognizes the Union and its members' right to engage in peaceful picketing; however, this does not extend to impeding access to or from the employer's workplaces. We write this letter to emphasize that other employees and members of the public have a right to enter and exit the premises without interference.

We would strongly urge CUPE Local 830 and its members to ensure all picketing activities are conducted peacefully moving forward. If the City's workplaces continue to be obstructed by picketers, the City will have no choice but to seek an injunction regarding the illegal activities to set the terms of future picketing activities.

We trust that immediate steps will be taken to ensure compliance. Thank you in advance for your attention and cooperation in this matter.

Yours very truly,



Brad MacConnell, CAO  
City of Charlottetown





August 1, 2025

BY EMAIL: [bmacconnell@charlottetown.ca](mailto:bmacconnell@charlottetown.ca)

Brad MacConnell  
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Dear Mr. MacConnell:

**Re: Picketing Activities of CUPE Local 830**

I acknowledge your letter dated July 30th, 2025. Accusing the members of CUPE Local 830 of obstructing and interfering with the entrance to City workplaces is not accurate. I attended those picket lines and can confirm that the members did not obstruct nor interfere with those entrances. We were peaceful and respectful as we engaged in a lawful strike activity.

Our members have the right to engage in peaceful picketing and those rights are constitutionally protected under the sections 2(b) and 2(c) of the ***Canadian Charter of Rights and Freedoms*** as an exercise of freedom of expression and peaceful assembly. Courts affirmed that some degree of inconvenience or delay to those entering or exiting a striking workplace does not constitute illegal picketing. This was also confirmed to your legal counsel by our CUPE Legal and Legislative Representative in a response letter dated July 31st, 2025, see attached.

As President and Picket line Captain I am ensuring the members and supporters who are joining us on the line will continue to engage in peaceful and respectful picketing as per our constitutional rights.

I would suggest that the ***Picketing and Picketing Rules*** being distributed by local law enforcement to our members be pre-approved by the Chief of Police in the future. Distributing rules from South Africa citing South African legislation was confusing and misleading and does not foster trust in the process.

I trust that this letter should address any concerns about CUPE Local 830 members picketing. I respectfully request that you intervene in the bargaining process and get us back to the table immediately. Achieving a fair deal will mean we will no longer have to discuss strike activity.

Respectfully,

Robbie Howatt  
President, CUPE Local 830, [robhowatt@hotmail.com](mailto:robhowatt@hotmail.com)