



August 7th, 2025

Letter #6 to the Mayor and the City Councillors

Attention Mayor and Councillors, CUPE Local 830, water and sewer workers, has been on strike for 10 days. This is 10 days of your employees walking the line instead of providing the quality essential services that residents and businesses require and deserve and paid for by their tax dollars. This is the sixth piece of correspondence that we've asked you to intervene.

The strike has caused delays in services and outright closure of businesses, harming their livelihoods and those of their workers. With Old Home Week officially starting tomorrow, we will be ramping up our presence in the city. Again, is this the image you want to portray for this beautiful city?

We know you continue to claim that you play no role in bargaining or are not responsible for your employees. We can assure you that ultimately the City of Charlottetown is the employer and you as Mayor and Councillors are the ultimate decision-makers. That is what you are elected to do and that is what you affirm in your Oath to Office. We've included a quick reference to the bargaining process (see attached Legal Bargaining Process), and we are happy to answer any questions you may have. It has come to our attention that the negotiator is currently on vacation but has committed to making it a 'priority' to return and sign off on the PEI Health Care agreement. It is not appropriate for your negotiator to go on vacation during bargaining, especially during a strike. We are hoping her first priority is complete and shift her priority and focus on CUPE Local 830 and the striking workers along with the residents and businesses without services.

We are copying you on our correspondence to the negotiator, twice a day. The inaction of the employer to return to the table is causing harm. We've attached a quick reference on your municipal governance obligations (see attached Municipal civics). There was a

leak on the corner of Kensington Road and Beach Street. One city manager and a director went there to do leak detection and did not follow safety protocols that our members abide by daily as per the **Occupational Health and Safety Act**. For example, no hard hats, wearing shorts, no flaggers, no signs, etc. (see picture 001 attached). This leak was noticed by our members on strike well-before the managers acted. This shows their expertise and their care for the infrastructure of the City of Charlottetown. Today, you contracted out our work to Island Coastal Services (see picture 002 and 003 attached). Again, this work was not completed with the due care and attention that is

required when our members provide this quality service. When Island Coastal Services showed up, they dug within a foot of a power pole that had high voltage on it (see pictures 004, 005 and 006 attached). I saw the severity of the safety issue and the lack of action from the supervisor. I called Maritime Electric to secure the pole out of safety concerns for the workers on the site. Our members would have never dug a hole within 10 feet of a pole without Maritime Electric being there first to hold the pole, as per the [Occupational Health and Safety, General Regulations](#) (Section 12.1, Location of utility lines). This is also [protocol](#) for [Maritime Electric](#) (see picture 007 attached).

Maritime Electric charges at least \$300 per hour for this work. This is not a fee charged when our members do the work, but an additional fee because of the decision to contract out. Island Coastal Services had at least a dozen workers on site, when ours would have been a team of five: one foreman, one backhoe operator, and three maintenance and construction workers. The city supervisor was not there first thing this morning and during the repair process. During the job, we were extremely concerned to see a sewer spoon used to stop water flowing from a drinking water pipe (see pictures 008, 009 and 010 attached). Sewer spoons remove sewer debris from sewer mains. Our workers would never cross-contaminate sewer and water tools. Did Island Coastal Services sterilize the fittings? Do all the Island Coastal workers on site have the vaccinations required to do such work that the city employees are required to have? We hope there is a boil order as this could clearly contaminate the drinking water.

Before the hole was filled, they should have replaced the lead line, which is our work. To add further insult to injury, we see a Facebook post from Island Coastal Services commending and promoting this as great work (see picture 011 attached). These shoddy and dangerous work procedures performed by ICS, that the city is paying for, should be banned from being used again. Our question is, how much did this shoddy work cost? Our members would have done a quality job and would have done it efficiently and safely while keeping the water safe for our families and our community. You held a special meeting with council last night. We are

hoping you gave direction to the

Chief Administrative Officer and your Human Resources committee to put a fair offer on the table. We know CUPE 830 was a topic of discussion in a closed-door session today (see attached agenda). We understand you're creating a new position at nearly \$100,000 per year, which is approximately the cost of the additional wage increase over 4 years (\$105,770). Our

resolve is unwavering. Our members deserve the respect for the work they do. Again, we ask you to act now and return to the table immediately.

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

Attachments

Infographic: Legal Bargaining Process

Infographic: Municipal Civics

Pictures of Island Coastal Services (Pictures 001 to 011)

Agenda: Human Resources Committee



Legal Bargaining Process

**APPLIED TO CUPE LOCAL 830
CITY OF CHARLOTTETOWN WATER AND SEWER**

LEGAL PROCESS AS PER THE PEI LABOUR ACT

**NEW
AGREEMENT
SIGNED BY CAO
AND MAYOR**

**NOTICE TO
BARGAIN
OCTOBER 25,
2022**

**EXCHANGE
PROPOSALS
AUGUST 31, 2023**

**BARGAINING
12 MEETINGS FROM
SEPTEMBER 28, 2023 TO
MARCH 12, 2025**

**TENTATIVE
AGREEMENT**

**RATIFICATION
VOTE**

**CONCILIATION
JUNE 10 AND 23, 2025**

**LETTER FROM MINISTER
REDMOND
27 JUNE 2025**

**LEGAL STRIKE
VOTE
(90% IN FAVOUR)
JULY 21, 2025**

**STRIKE
JULY 29, 2025
TO PRESENT**

AUGUST 7, 2025

UNSUCCESSFUL



Municipal Civics

APPLIED TO THE CITY OF CHARLOTTETOWN

COUNCILLOR RESPONSIBILITIES

- **ENSURES ACCOUNTABILITY TO TAXPAYERS FOR MONEY, ASSETS, NEEDS AND INTERESTS OF THE PUBLIC. (1)**
- **WORK COLLABORATIVELY WITH THE CAO. MANAGE AND DIRECT THE CAO. (1)**
- **RATIFY COLLECTIVE AGREEMENTS. (2)**

HUMAN RESOURCES STANDING COMMITTEE

- **TO ADVISE AND MAKE RECOMMENDATIONS OF LABOR NEGOTIATIONS WITH THE BARGAINING UNITS. (3)**

CHIEF ADMINISTRATIVE OFFICER RESPONSIBILITIES

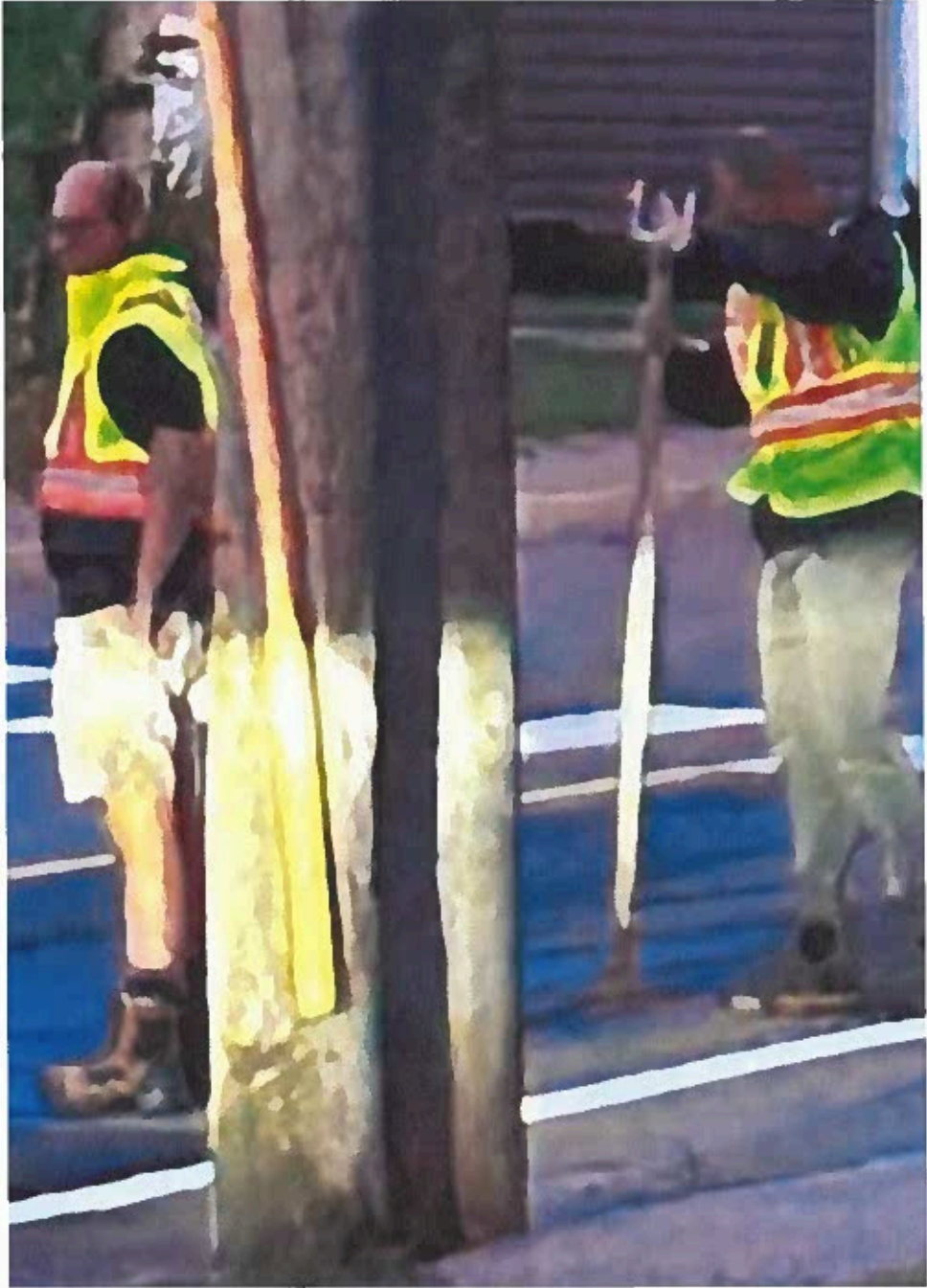
- **HIRES, DIRECTS, MANAGES AND SUPERVISES EMPLOYEES AND CONTRACTORS. (4)**

(1) PRESENTATION ON ROLES AND RESPONSIBILITIES OF MUNICIPAL COUNCIL, GOVERNMENT OF PEI YOUTUBE VIDEO, PEI MUNICIPAL AFFAIRS. [AVAILABLE ONLINE.](#)

(2) CITY OF CHARLOTTETOWN REGULAR MEETING OF COUNCIL MINUTES, MARCH 8TH 2021. [AVAILABLE ONLINE.](#)

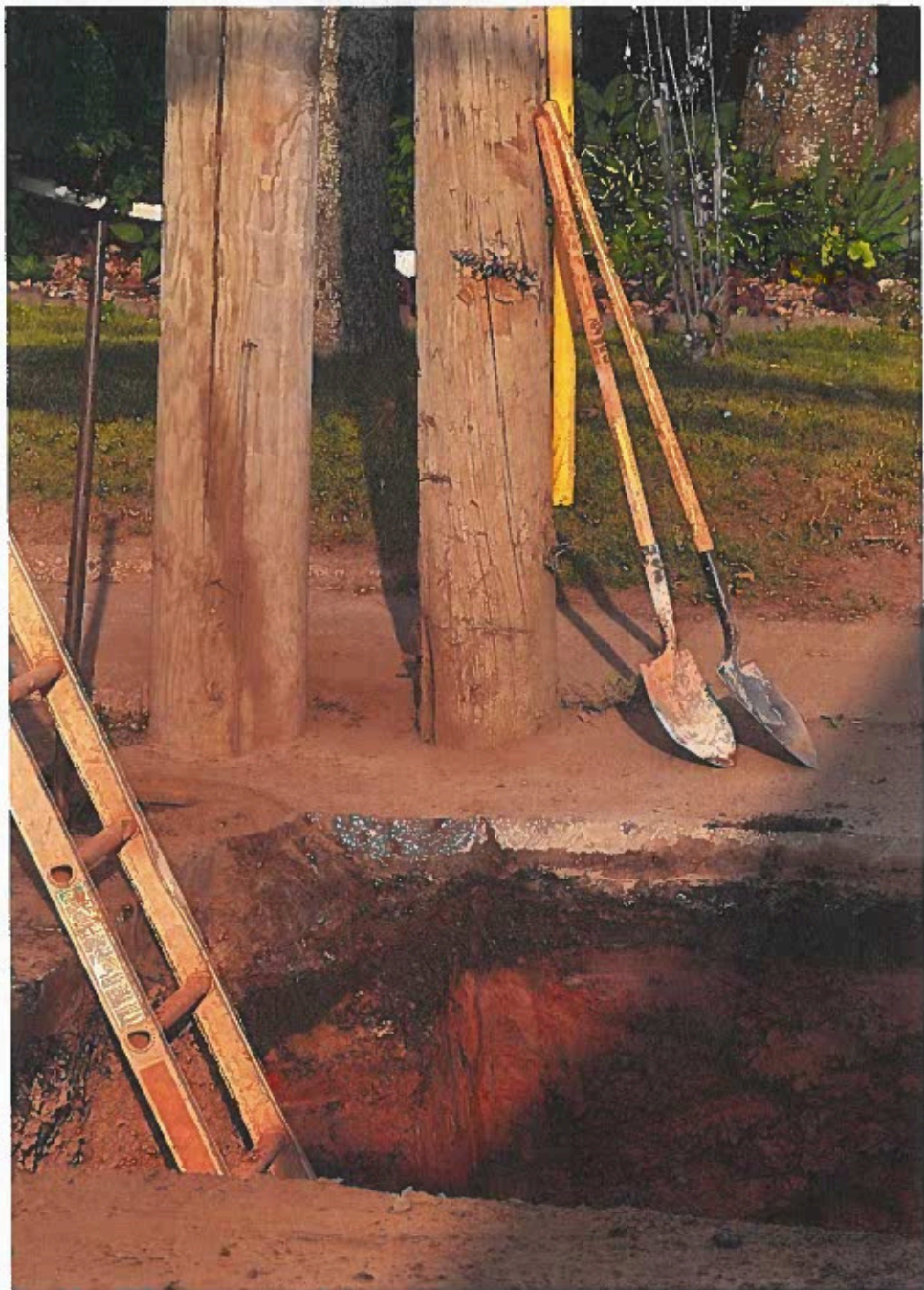
(3) CITY OF CHARLOTTETOWN HUMAN RESOURCES STANDING COMMITTEE TERMS OF REFERENCE 2022-2026. [AVAILABLE ONLINE.](#)

(4) ROLES OF THE CHIEF ADMINISTRATIVE OFFICER VIDEO, FEDERATION OF PEI MUNICIPALITIES FROM YOUTUBE CHANNEL. [AVAILABLE ONLINE.](#)

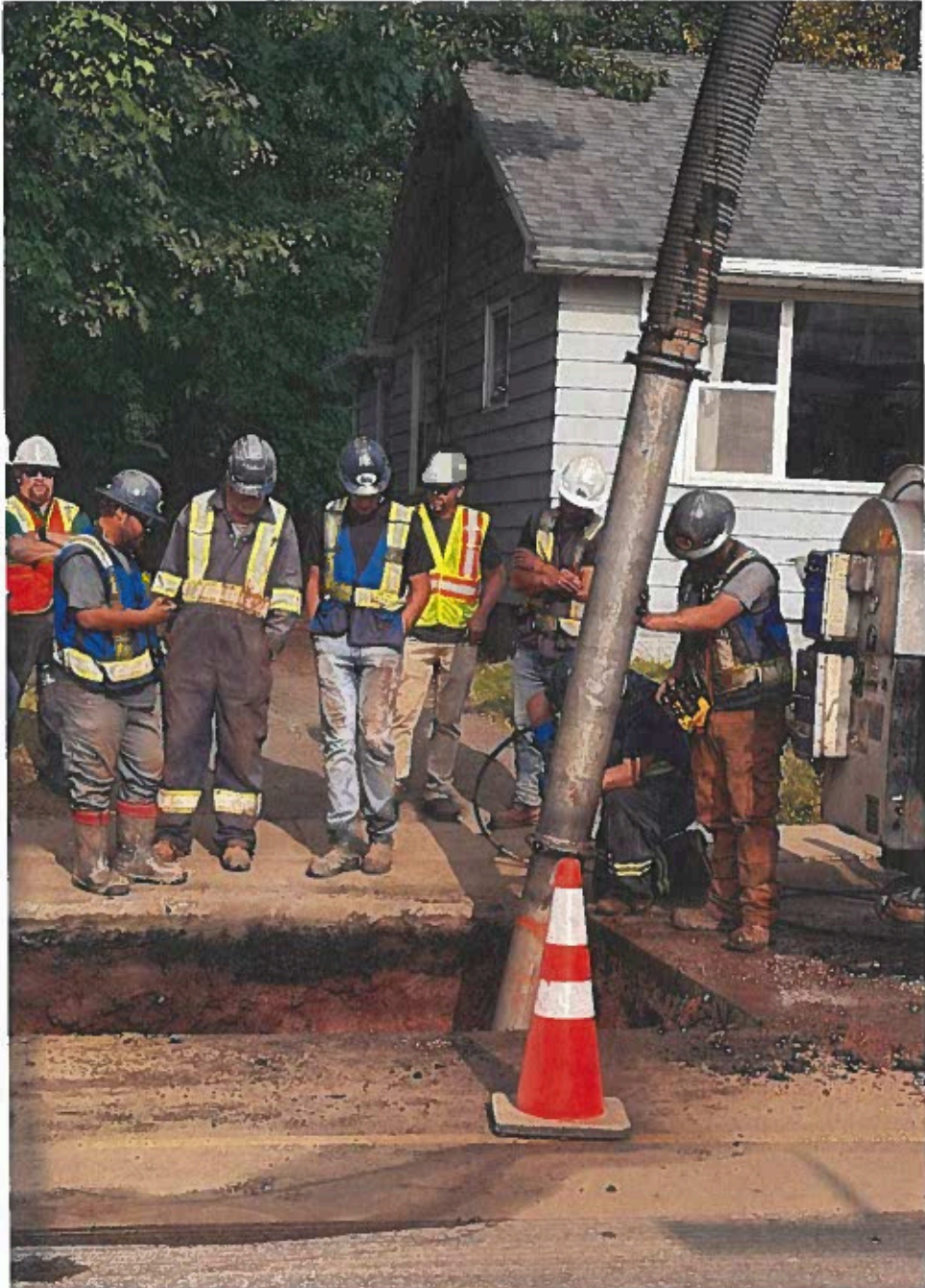


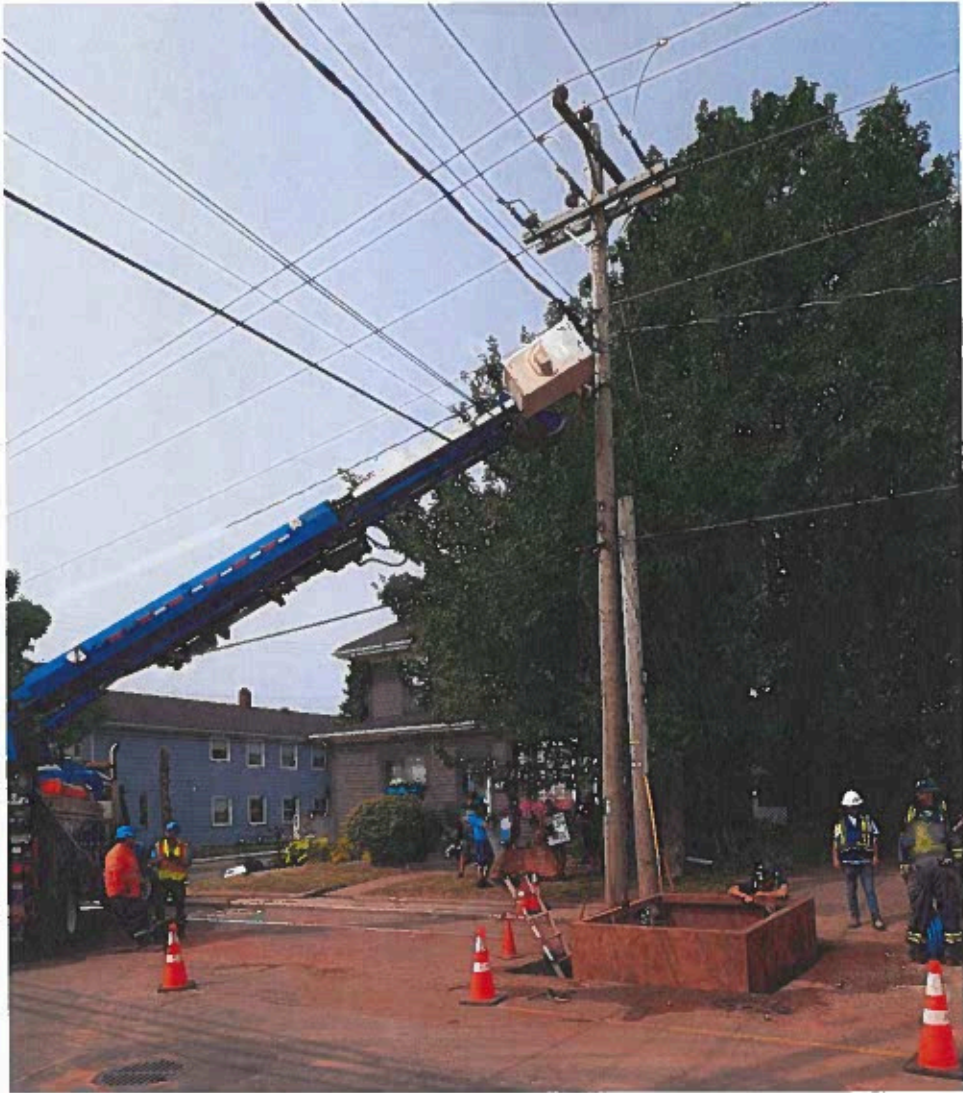


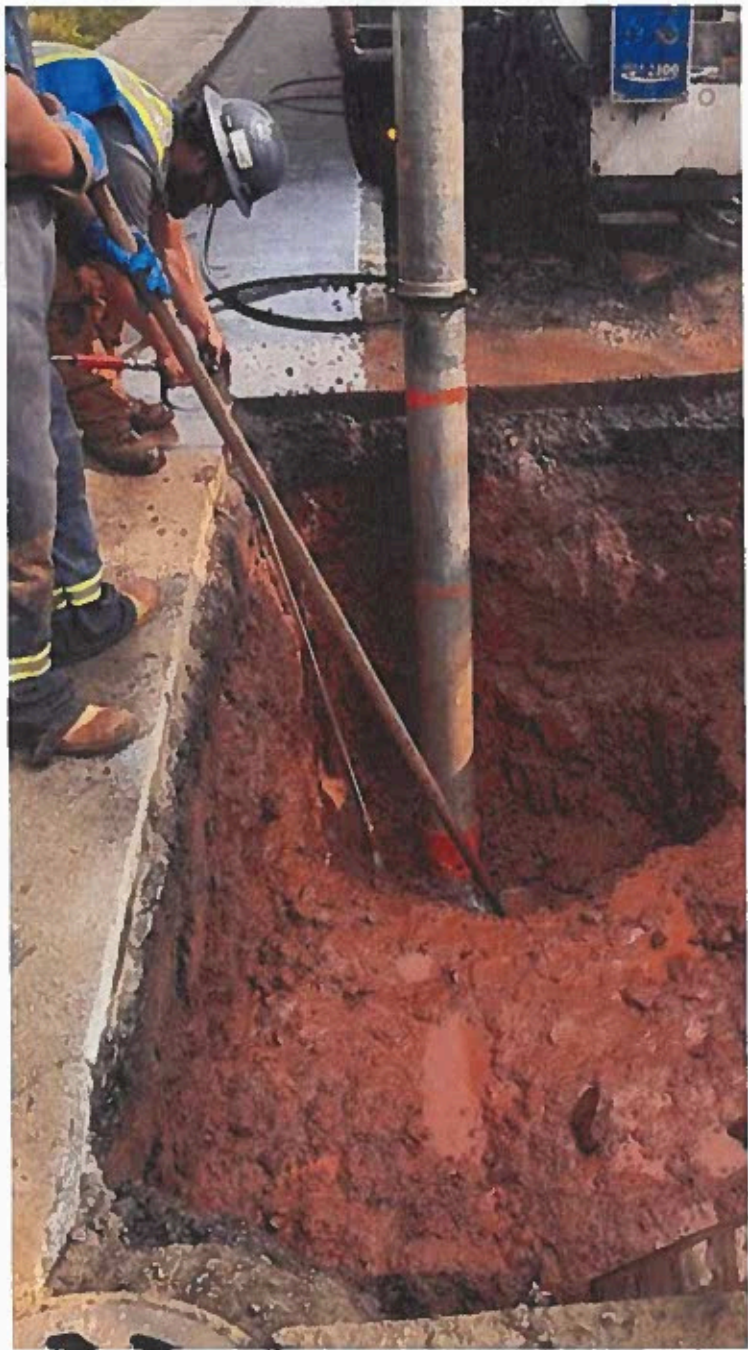




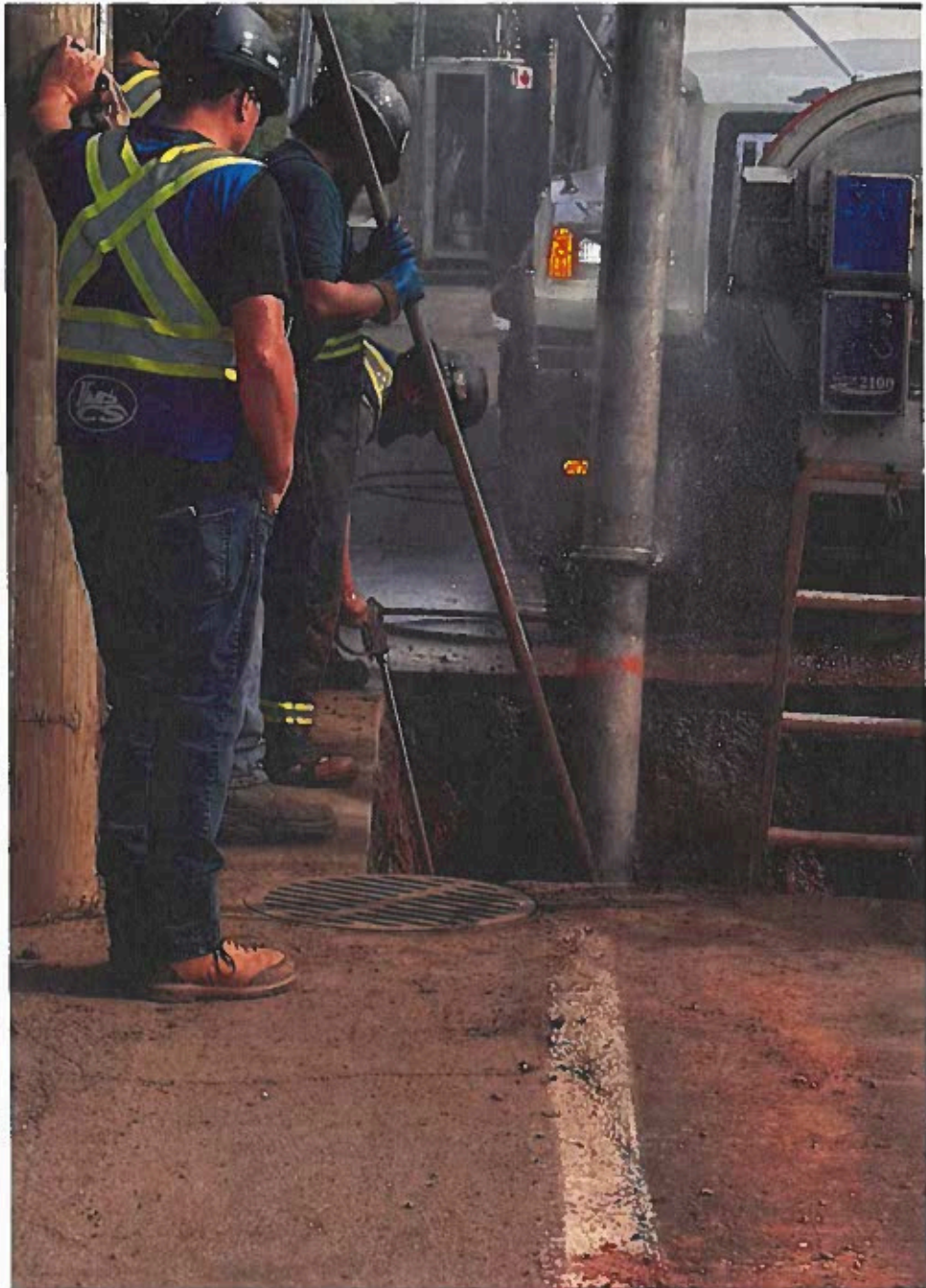
















**HumanResources Committee Meeting Agenda
Thursday, August 7, 2025
11:30AM–Parkdale Room – City Hall 199 Queen Street**

Order of Business: Open Session

- Call to Order
- Declarations of conflict of Interest
- Approval of Agenda
- Adoption of Minutes
 - HR Committee Meeting July 8, 2025
- Business arising from Minutes
- Discussion(s)/Report(s)
 - Assistant Manager of Finance Position HR-08-07-2025-01
- Motion to move into closed session as per the Municipal Government Act of PEI
 - Section 119 (1)(d)
 - (d) human resources matter; including labor relations or employee negotiations
 - UPSE Salary Information Discussion
 - CUPE 830 Discussion
 - CAO 6 Month Probation Review Discussion
- Business Arising from the Closed Session (If Applicable)
- Introduction of New Business
- Adjournment