



July 31, 2025

Letter to the City Council – You Must Act Now

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

Your workers have been on the picket line for three days. This is impacting the quality services we provide for water and sewage. The residents who deserve these quality services are frustrated by your inaction and so are we. Is the picket line in front of City Hall the image you want to portray for the beautiful City of Charlottetown to residents and tourists?

We are puzzled by the amount of police officers monitoring us on the picket line in front of City Hall. We are not doing anything that warrants all these police officers. While the police have been behaving respectfully, they are delivering an aggressive message. Wouldn't these resources be better spent on stopping active drug deals and traffic violations that we witnessed this morning in an area frequented by families and tourists? With this amount of police focused on picketers exercising their fundamental rights and freedoms, as protected by the Canadian Charter of Rights and Freedoms, we wonder if this is fiscally responsible for taxpayers? Please see attached the highlighted sections of the Canadian Charter, as opposed to the South African legislation distributed to us on Tuesday.

As noted in the previous correspondence, the comparators provided by the City's bargaining team did not reflect the work our members do in water and sewer services. For comparable reference, please see the attached comparators.

We were confused as to why we received duplicates of letters with two different authors: one from Brad MacConnell, Chief Administrative Officer, and one from Karen Campbell, K.C. (see letters attached). With duplications of these letters from paid staff and external legal services, we wonder if the expenses associated with these actions are fiscally responsible for taxpayers?

What is troubling with the content of these letters, is the allegations of unlawful strike activity. We categorically deny that our members engaged in conduct that contravenes unlawful picketing. Our conduct has always been respectful and compliant with the law in Canada. Please refer to the highlighted sections of the Charter of Rights and Freedoms attached. It seems that the City's bargaining team were oblivious to what strike action would be prior to forcing us to take this action. We wonder what they were thinking would happen when we received a 90% vote in favour of a strike, and all the days in between that vote and the first day on strike?

With all the resources of external legal services being used on letters and threats of injunction, perhaps that time would have been better spent responding to our unfair labour practice complaint filed July 21st, within the timeframe of 7 days. The response to the labour board complaint was filed a day late and only after the prodding of the Labour Board. Clearly the focus has not been on labour relations, even disrespecting the process dictated by the *PEI Labour Act*.

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Mr. Mayor Brown, to cite a quote from your own press release, "The City respects the collective bargaining process and is committed to reaching a fair and responsible agreement [...]", our suggestion is that you use your power, along with Council, and direct your bargaining team to return to the table immediately with a change of position on the key issues. If you feel like this needs to be done through the Human Resources committee, we are aware that you are meeting next week. We suggest that you call an emergency meeting today and give clear direction to your bargaining team to return to the table with a fair offer. This is within your powers as Mayor, as Council members and as Committee members, and ultimately, it is your responsibility. You need to respect these workers, their important work, their current job security articles, and to pay them fairly. The City has more than enough money to cover the cost while still maintaining a surplus. The breakdown in labour relations will be far reaching. This is a historic moment. It is a blight on this beautiful City. Mayor Brown and Council members, we need you to do the right thing and act now.

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

Attachments:

Highlighted sections of the Canadian Charter of Rights and Freedoms
Municipal Comparators
Letter Cox and Palmer
Letter MacConnell
Facts and fiction
Press release
Letter from our lawyers



CANADIAN CHARTER OF RIGHTS AND FREEDOMS

Whereas Canada is founded upon principles that recognize the supremacy of God and the rule of law:

Guarantee of Rights and Freedoms

1. The *Canadian Charter of Rights and Freedoms* guarantees the rights and freedoms set out in it subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society.

Fundamental Freedoms

2. Everyone has the following fundamental freedoms: (a) freedom of conscience and religion; (b) freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication; (c) freedom of peaceful assembly; and (d) freedom of association.

Democratic Rights

3. Every citizen of Canada has the right to vote in an election of members of the House of Commons or of a legislative assembly and to be qualified for membership therein. 4. (1) No House of Commons and no legislative assembly shall continue for longer than five years from the date fixed for the return of the writs at a general election of its members. (2) In time of real or apprehended war, invasion or insurrection, a House of Commons may be continued by Parliament and a legislative assembly may be continued by the legislature beyond five years if such continuation is not opposed by the votes of more than one-third of the members of the House of Commons or the legislative assembly, as the case may be. 5. There shall be a sitting of Parliament and of each legislature at least once every twelve months.

Mobility Rights

6. (1) Every citizen of Canada has the right to enter, remain in and leave Canada. (2) Every citizen of Canada and every person who has the status of a permanent resident of Canada has the right (a) to move to and take up residence in any province; and (b) to pursue the gaining of a livelihood in any province. (3) The rights specified in subsection (2) are subject to (a) any laws or practices of general application in force in a province other than those that discriminate among persons primarily on the basis of province of present or previous residence; and (b) any laws providing for reasonable residency requirements as a qualification for the receipt of publicly provided social services. (4) Subsections (2) and (3) do not preclude any law, program or activity that has as its object the amelioration in a province of conditions of individuals in that province who are socially or economically disadvantaged if the rate of employment in that province is below the rate of employment in Canada.

Legal Rights

7. Everyone has the right to life, liberty and security of the person and the right not to be deprived thereof except in accordance with the principles of fundamental justice. 8. Everyone has the right to be secure against unreasonable search or seizure. 9. Everyone has the right not to be arbitrarily detained or imprisoned. 10. Everyone has the right on arrest or detention (a) to be informed promptly of the reasons therefor; (b) to retain and instruct counsel without delay and to be informed of that right; and (c) to have the validity of the detention determined by way of *habeas corpus* and to be released if the detention is not lawful. 11. Any person charged with an offence has the right (a) to be informed without unreasonable delay of the specific offence; (b) to be tried within a reasonable time; (c) not to be compelled to be a witness in proceedings against that person in respect of the offence; (d) to be presumed innocent until proven guilty according to law in a fair and public hearing by an independent and impartial tribunal; (e) not to be denied reasonable bail without just cause; (f) except in the case of an offence under military law tried before a military tribunal, to the benefit of trial by jury where the maximum punishment for the offence is imprisonment for five years or a more severe punishment; (g) not to be found guilty on account of any act or omission unless, at the time of the act or omission, it constituted an offence under Canadian or international law or was criminal according to the general principles of law recognized by the community of nations; (b) if finally acquitted of the offence, not to be tried for it again and, if finally found guilty and punished for the offence, not to be tried or punished for it again;



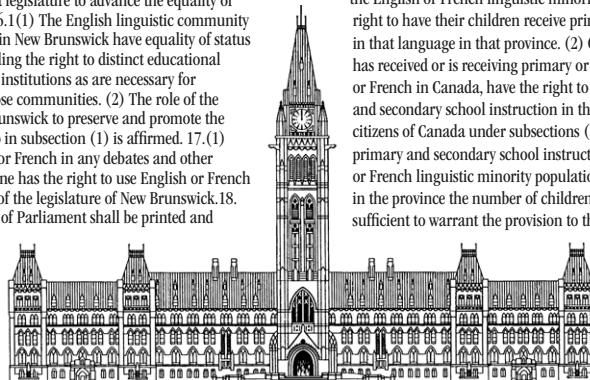
and (i) if found guilty of the offence and if the punishment for the offence has been varied between the time of commission and the time of sentencing, to the benefit of the lesser punishment. 12. Everyone has the right not to be subjected to any cruel and unusual treatment or punishment. 13. A witness who testifies in any proceedings has the right not to have any incriminating evidence so given used to incriminate that witness in any other proceedings, except in a prosecution for perjury or for the giving of contradictory evidence. 14. A party or witness in any proceedings who does not understand or speak the language in which the proceedings are conducted or who is deaf has the right to the assistance of an interpreter.

Equality Rights

15. (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability. (2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

Official Languages of Canada

16. (1) English and French are the official languages of Canada and have equality of status and equal rights and privileges as to their use in all institutions of the Parliament and government of Canada. (2) English and French are the official languages of New Brunswick and have equality of status and equal rights and privileges as to their use in all institutions of the legislature and government of New Brunswick. (3) Nothing in this Charter limits the authority of Parliament or a legislature to advance the equality of status or use of English and French. 16.1 (1) The English linguistic community and the French linguistic community in New Brunswick have equality of status and equal rights and privileges, including the right to distinct educational institutions and such distinct cultural institutions as are necessary for the preservation and promotion of those communities. (2) The role of the legislature and government of New Brunswick to preserve and promote the status, rights and privileges referred to in subsection (1) is affirmed. 17. (1) Everyone has the right to use English or French in any debates and other proceedings of Parliament. (2) Everyone has the right to use English or French in any debates and other proceedings of the legislature of New Brunswick. 18. (1) The statutes, records and journals of Parliament shall be printed and published in English and French and both language versions are equally authoritative. (2) The statutes, records and journals of the legislature of New Brunswick shall be printed and published in English and French and both language versions are equally



authoritative. 19. (1) Either English or French may be used by any person in, or in any pleading in or process issuing from, any court established by Parliament. (2) Either English or French may be used by any person in, or in any pleading in or process issuing from, any court of New Brunswick. 20. (1) Any member of the public in Canada has the right to communicate with, and to receive available services from, any head or central office of an institution of the Parliament or government of Canada in English or French, and has the same right with respect to any other office of any such institution where (a) there is a significant demand for communications with and services from that office in such language; or (b) due to the nature of the office, it is reasonable that communications with and services from that office be available in both English and French. (2) Any member of the public in New Brunswick has the right to communicate with, and to receive available services from, any office of an institution of the legislature or government of New Brunswick in English or French. 21. Nothing in sections 16 to 20 abrogates or derogates from any right, privilege or obligation with respect to the English and French languages, or either of them, that exists or is continued by virtue of any other provision of the Constitution of Canada. 22. Nothing in sections 16 to 20 abrogates or derogates from any legal or customary right or privilege acquired or enjoyed either before or after the coming into force of this Charter with respect to any language that is not English or French.

Minority Language Educational Rights

23. (1) Citizens of Canada (a) whose first language learned and still understood is that of the English or French linguistic minority population of the province in which they reside, or (b) who have received their primary school instruction in Canada in English or French and reside in a province where the language in which they received that instruction is the language of the English or French linguistic minority population of the province, have the right to have their children receive primary and secondary school instruction in that language in that province. (2) Citizens of Canada of whom any child has received or is receiving primary or secondary school instruction in English or French in Canada, have the right to have all their children receive primary and secondary school instruction in the same language. (3) The right of citizens of Canada under subsections (1) and (2) to have their children receive primary and secondary school instruction in the language of the English or French linguistic minority population of a province (a) applies wherever in the province the number of children of citizens who have such a right is sufficient to warrant the provision to them out of public funds of minority language instruction; and (b) includes, where the number of those children so warrants, the right to have them receive that instruction in minority language educational facilities provided out of public funds.

Enforcement

24. (1) Anyone whose rights or freedoms, as guaranteed by this Charter, have been infringed or denied may apply to a court of competent jurisdiction to obtain such remedy as the court considers appropriate and just in the circumstances. (2) Where, in proceedings under subsection (1), a court concludes that evidence was obtained in a manner that infringed or denied any rights or freedoms guaranteed by this Charter, the evidence shall be excluded if it is established that, having regard to all the circumstances, the admission of it in the proceedings would bring the administration of justice into disrepute.

General

25. The guarantee in this Charter of certain rights and freedoms shall not be construed so as to abrogate or derogate from any aboriginal, treaty or other rights or freedoms that pertain to the aboriginal peoples of Canada including (a) any rights or freedoms that have been recognized by the Royal Proclamation of October 7, 1763; and (b) any rights or freedoms that now exist by way of land claims agreements or may be so acquired. 26. The guarantee in this Charter of certain rights and freedoms shall not be construed as denying the existence of any other rights or freedoms that exist in Canada. 27. This Charter shall be interpreted in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians. 28. Notwithstanding anything in this Charter, the rights and freedoms referred to in it are guaranteed equally to male and female persons. 29. Nothing in this Charter abrogates or derogates from any rights or privileges guaranteed by or under the Constitution of Canada in respect of denominational, separate or dissentient schools. 30. A reference in this Charter to a province or to the legislative assembly or legislature of a province shall be deemed to include a reference to the Yukon Territory and the Northwest Territories, or to the appropriate legislative authority thereof, as the case may be. 31. Nothing in this Charter extends the legislative powers of any body or authority.

Application of Charter

32. (1) This Charter applies (a) to the Parliament and government of Canada in respect of all matters within the authority of Parliament including all matters relating to the Yukon Territory and Northwest Territories; and (b) to the legislature and government of each province in respect of all matters within the authority of the legislature of each province. (2) Notwithstanding subsection (1), section 15 shall not have effect until three years after this section comes into force. 33. (1) Parliament or the legislature of a province may expressly declare in an Act of Parliament or of the legislature, as the case may be, that the Act or a provision thereof shall operate notwithstanding a provision included in section 2 or sections 7 to 15 of this Charter. (2) An Act or a provision of an Act in respect of which a declaration made under this section is in effect shall have such operation as it would have but for the provision of this Charter referred to in the declaration. (3) A declaration made under subsection (1) shall cease to have effect five years after it comes into force or on such earlier date as may be specified in the declaration. (4) Parliament or the legislature of a province may re-enact a declaration made under subsection (1). (5) Subsection (3) applies in respect of a re-enactment made under subsection (4).

Citation

34. This Part may be cited as the *Canadian Charter of Rights and Freedoms*.

"We must now establish the basic principles, the basic values and beliefs which bind us together as Canadians so that beyond our regional loyalties there is a way of life and a system of values which make us proud of the country that has given us such freedom and such immeasurable joy."


P.E. Trudeau 1981

CUPE 830's Collective Agreement expired on December 31, 2022. The wage grid below illustrates how behind CUPE 830 wages were to other municipalities at the end of their contract. Even with the reasonable wage ask, they would still be behind.

Municipality	Foreman	Water and Sewer Technician	Meter repairworker/service worker	Maintenance and Construction Worker	W&S Pumping Station Maintenance Worker	Backhoe Operator	GIS Technician	W&S Station Maintenance Assistant	Operations Clerk (II)	Accounting Operations Clerk/Accounts Receivable
Charlottetown	32.18	30.94	30.40	29.37	30.94	29.87	30.94	30.15	29.89	27.68
Edmundston	37.99									
Dieppe		39.20								
Moncton			32.03							
Bathurst				32.06	32.06					
Riverview						31.67				
Saint John							35.81			
Caraquet								30.25		
Bathurst									30.92	33.88
CUPE 830 Behind	-5.81	-8.26	-1.63	-2.69	-1.12	-1.80	-4.87	-0.10	-1.03	-6.20

July 30, 2025

VIA EMAIL: robhowatt@hotmail.com

Robbie Howatt, President of Canadian Union of Public Employees, Local 830
CUPE Charlottetown Area Office
26 Paramount Drive
Charlottetown, PE
C1E 0C7

Dear Mr. Howatt:

RE: Picketing Activities of CUPE, Local 830

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

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 workplace. 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 workplace continues 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.

Karen A. Campbell K.C. | Partner

Direct (902) 629-3911 *Main* (902) 628-1033 *Fax* (902) 566-2639 *Email* kcampbell@coxandpalmer.com

Dominion Building, 97 Queen St, Suite 600, Charlottetown, PE C1A 4A9

July 30, 2025

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,

A handwritten signature in blue ink, appearing to read 'KAC', with a stylized flourish extending to the right.

(for) Karen A. Campbell K.C.
KAC/MSH

Cc: Carolyn Ellsworth, CUPE

July 30, 2025

VIA EMAIL: 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

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



FACT vs FICTION SHEET

CUPE LOCAL 830, CITY OF CHARLOTTETOWN

WATER AND SEWER WORKERS ON STRIKE



There is misinformation about our situation, and we would like to take this opportunity to share the facts. For over 60 years, CUPE Local 830 water and sewer workers have ensured that the City of Charlottetown's water supply is safe and that water and wastewater systems are maintained. The City Council has the power to put an end to the strike.

Contact the Mayor and your Councillor today.

FACT

CUPE Local 830's contract expired on December 31, 2022, and they have been bargaining for over 2 years. The employer is trying to strip away job security clauses that already exist in the collective agreement to protect workers.

CUPE Local 830 is seeking a wage increase of 3.5% per year. This fits within the city budget. CUPE Local 830's wage increase will only cost an additional \$26,440 per year. The City and the Water and Sewer Corporation recorded 4 consecutive operational budget surpluses of over \$18 million from 2020 to 2024. The City and the Corporation have more than enough money to cover the cost of this wage increase while still maintaining a surplus.

The comparators used in the employer's rationale for the offer are not reflective of the work our members do in water and sewer services. In fact, some comparators given didn't even exist, i.e., Backhoe Operator for the City of Summerside. Additionally, the City chose the municipalities with the lowest wages, whereas Charlottetown should be a leader in fair wages for these essential water and sewer workers. The City has award-winning water because of the work done by CUPE Local 830 members.

FICTION

The City says that they are respecting the collective bargaining process and are committed to reaching a fair and responsible agreement.

The City says their wage offer of 2% per year is both fair to employees and fiscally responsible for taxpayers.

The City says that if this offer is accepted, it would mean that water and sewer workers in Charlottetown would earn comparable wages to others in the industry in the Maritime provinces.

IMMEDIATE RELEASE

August 1, 2025

Day 4 on the Line: Workers Call on City to Acknowledge the Seriousness of the Strike

Charlottetown, PEI — As we enter **Day 4 of our strike**, we are deeply concerned by the City's continued refusal to engage meaningfully with us. Despite our efforts and the clear message sent by our collective job action, the City remains **unmoved from the position it held before we walked off the job**.

It is increasingly apparent that City leadership is **ill-informed and unprepared** for the implications of this strike and the seriousness of the issues at stake. Their lack of response reflects a troubling disregard for the workers who keep this city running, and for the public who rely on the essential services we provide.

"We are not just holding signs, we are holding the line for fairness, dignity, and job security." said Rob Howatt, a heavy machinery operator, volunteer firefighter, and president of CUPE Local 830.

We **invite members of the public and the media** to visit us at **City Hall today**. Come to the picket line, hear our stories, and see firsthand what this moment means to the people behind the services.

This isn't just about a contract. It's about respect.

For media inquiries or more information, please contact:

Ashley Clark

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aclark@cupe.ca

Jenny Godin

Communication Rep
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jgodin@cupe.ca

Rob Howatt

President of CUPE 830
902-394-3426

MARITIMES REGIONAL OFFICE – BUREAU RÉGIONAL DES MARITIMES

91, allée Woodside Lane, Fredericton, NB E3C 0C5

Tel./Tél.: (506) 458-8059 Fax/Téléc.: (506) 452-1702 / cupe.ca / scfp.ca

July 31, 2025

BY EMAIL

(kcampbell@coxandpalmer.com)

Karen Campbell
Partner
Cox & Palmer
97 Queen Street, Suite 600
CHARLOTTETOWN PE C1A 4A9

Dear Ms. Campbell:

RE: Response to your letter dated July 30th, 2025

We acknowledge receipt of your letter dated July 30, 2025, regarding allegations of obstruction and interference by members of CUPE Local 830 during lawful strike activity. We categorically deny that our members have engaged in conduct that contravenes lawful picketing or that would justify the involvement of law enforcement or the extraordinary remedy of injunctive relief.

The right of employees to engage in peaceful picketing is constitutionally protected under 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 have repeatedly affirmed that some degree of inconvenience or delay to those entering or exiting a striking workplace does not, in itself, constitute illegal picketing. Lawful informational picketing necessarily involves visible presence and communication of the labour dispute, which may incidentally slow access but does not equate to obstruction.

We are concerned by the City's characterization of lawful strike activity as "illegal" and by the unnecessary escalation through the involvement of law enforcement. To our knowledge, no charges have been laid, and no evidence has been presented to demonstrate conduct that meets the legal threshold for obstruction or trespass. Our picket captains have been directed, and continue to ensure, that picketing remains peaceful and within legal parameters.

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MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, SHERRY HILLIER, GINA MCKAY, KAREN RANALLETTA

General Vice-Presidents/Vice-présidences générales

If the City maintains that specific unlawful acts have occurred, we request immediate disclosure of detailed information — including times, locations, and alleged behaviours — so the Union can investigate and address any individual misconduct. Without such particulars, the City's assertions remain unsubstantiated and risk undermining constructive labour relations.

Finally, CUPE Local 830 urges the City to prioritize returning to good-faith negotiations. The most effective resolution to these tensions lies not in legal threats or police intervention, but in achieving a fair and equitable collective agreement for the benefit of both workers and the community.

Yours truly,

A handwritten signature in black ink, appearing to read 'JL Boyd', with a stylized flourish at the end.

JENNIFER L. BOYD, LLB.MBA
Legal and Legislative Representative, CUPE
(jboyd@cupe.ca)

:mev/cope 491

cc: R. Howatt, President, CUPE Local 830; C. Ellsworth, National Servicing Representative, CUPE;
S. Harding, Maritime Regional Director, CUPE.