



October 1st, 2025

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 is 65 days on strike.

Contractors continue to do our work. This morning, Island Coastal Services were at a dig on Oak Drive. We observed their employees sleeping and smoking on the job (see photo 001 and 002 attached). How is this allowed and safe for workers on site and residents? This would never be accepted for your employees.

We also have the following questions for you:

- How much is it costing the City during the strike to use private contractors?
- In our letters to Council, we described several health and safety violations by contractors. Are there any concerns about the quality of their work?
- Which infrastructure maintenance is currently not getting done, that will increase costs for the City in the future?
- How much paving was done that will have to be dug up again to do the work properly?
- Are you voting on the additional costs to hire contractors?

If we are asking these questions, you should be asking them as well.

The City has saved a large amount of expenses during this strike not paying the wages of CUPE Local 830 workers. As of today, the savings are approximately \$318,668, not including ancillary benefits.

We will continue to demand respect and fairness for our work.

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

Attachments:

Photos 001 and 002
Sample Resolution
Petition







CUPE LOCAL 830, WATER AND SEWER WORKERS

RESOLUTION FOR COUNCIL

Resolution #001

MOTION CARRIED _____

MOTION LOST _____

Date: October XXXX, 2025

Moved by Councillor _____ [print name: _____]

Seconded by Councillor _____ [print name: _____]

RESOLVED:

That the City approves CUPE 830's tentative agreement covering these key issues:

- **Job Security, Seniority Rights, Recruitment and Retention Issues**
 - **Guaranteed weeks for Part-Time employees**
 - **Guaranteed number of Full-Time employees in conjunction with Seasonal and Part-Time employees**
 - **Maintain language on promotions requiring higher qualifications**
 - **New Article on new employees and the required qualifications**
- **Wages**
 - **3.5% per year (14% over 4 years)**
- **Agreed Articles as of June 23rd, 2025**
- **Articles that the Union is willing to withdraw**
- **Agreed to Articles signed off**

And that, the Mayor and CAO are hereby authorized to execute standard contracts and agreements to implement this resolution.

STOP CONTRACTING OUT, RESPECT THE WORKERS, SUPPORT CUPE LOCAL 830

"I'm against my tax dollars going towards contract workers. I want to stop the strike now and want these workers to be treated with respect."

- End the use of contracted labour to replace unionized employees.
- Negotiate a fair deal that respects workers, protects long-standing contract language, and provides a real wage increase that reflects inflation and the current cost of living.

[illegible]