



October 22nd, 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.

CUPE Local 830, Charlottetown Water and Sewer workers have been on strike for **86 days**.

Last night at the Special Meeting of Council, you voted to accept the UPSE collective agreement.

- We are concerned that you were given alternate facts by the City's Human Resources (HR) Manager when asked about this agreement.
- The HR Manager said that "there are no substantial changes to this agreement" and "a lot of the changes were housekeeping." The HR Manager was disingenuous. In fact, there are many monetary improvements and new monetary articles as highlighted in the document attached. For example,
 - New shift premiums (\$1.50).
 - Monetary improvements for temporary employees, to overtime and Holiday premiums, on call work, and annual vacation.
 - This is a four-year agreement instead of a five-year agreement, like their last contract.
- The HR Manager confirmed that there were no new positions.
 - There are several new positions in this agreement as per Appendix A: Water Coordinator, Project Officer - Water & Sewer Utility, Civic Engagement & Events Coordinator, Sustainability Project Coordinator, Climate Action Officer, Procurement Officer, Planner III, and Senior Accountant.
 - Some positions were bumped to a higher pay band.
- The HR Manager is part of the City's bargaining team, bargaining against Local 830. If the HR Manager is misleading Council on UPSE's agreement, **is there misrepresentation on the key issues of our strike?**
- The Finance Committee met to discuss the UPSE collective agreement earlier in the day, yet the resolution was moved and seconded by Councillor Beck and Councillor McCabe of the Human Resources Committee. How can the resolution be brought forward by the Human Resources Committee when they haven't met, as confirmed by Councillor McCabe last night?
 - The Human Resources Committee last met on September 2nd, 2025.

- Let's also note that the CAO read the resolution as though it was moved by Deputy Mayor Jankov.
- Please reference the attached clip of the discussions last night.
- The employees covered by the UPSE agreement are paid significantly more than our members. The 2% wage increase means more money in their pocket than for us. May we remind you that the price of a loaf of bread is the same for everyone.
- UPSE was in bargaining for one day and a half because **the employer did not ask for concessions**.
- In comparison with the UPSE agreement, CUPE Local 830 is defending long-standing language and asking for fair wages based on their needs.
- Councillor Bernard, the difference between us and UPSE is that we have been without a contract since December 31st, 2022, and the Employer came to the table with concessions. In addition to the many days in bargaining, conciliation and mediation, we have been on the line for 86 days. This is the longest strike in City Hall's history. This is not bargaining as usual.
- By acting as if this is business as usual, you are hurting your City employees, the residents and the businesses. You need to look at this situation differently.

It is time for you to take this opportunity to give your bargaining team a new mandate to settle this strike now.

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

Attachments

Side-by-side comparison of UPSE Collective Agreements (2020-2024 and 2025-2028)

Videoclip of the Special Meeting of Council discussion on the UPSE Agreement:

<https://www.youtube.com/watch?v=nM3rw3iLRp8&t=2304s>

UPSE Collective Agreement Comparison City of Charlottetown 2020-2024 and 2025-2028

January 1, 2020 – December 31, 2024	January 1, 2025 – December 31, 2028
	NEW 6.04 6.04 For employees who work in a work unit that provides twenty-four (24) hour continuous service, a shift premium of \$1.50 per hour for all regularly scheduled hours worked between 6pm to 6am shall be paid, provided fifty percent (50%) of the employee's regularly scheduled hours worked fall within the 6pm to 6am time period. This premium will not be paid in addition to other premiums.
7.01 Overtime shall be paid as follows: (a) At the beginning of each calendar year, one (1) regular work week shall be added to each employee's vacation bank, in lieu of any overtime payment for the first forty (40) hours of overtime worked by an employee in the calendar year. (b) For overtime hours worked by an employee of more than forty (40) hours and up to and including ninety (90) hours, the employee shall be paid for each hour at their regular rate of pay; and (c) For overtime hours worked by an employee of more than ninety (90) hours, the employee shall be paid at the overtime rate of one and one half (1.5) of their regular rate of pay.	7.01 Existing employees at the date of execution of this Collective Agreement shall have a one-time only option to continue to earn overtime in accordance with this Article 7.01. This option is open for thirty (30) days following the date of execution of this Collective Agreement, in which case overtime shall be paid as follows: (a) At the beginning of each calendar year an employee will have one (1) regular work week added to their vacation bank, in lieu of any overtime payment for the first forty (40) hours of overtime worked by an employee in the calendar year. An employee who works more than forty (40) hours of overtime in a calendar year will be paid for each hour worked at the overtime rate of one and one half (1.5) of their regular rate of pay. (b) For employees to be eligible to receive overtime in accordance with (a) above, employees are required to track their overtime hours worked and receive approval by the Employer in advance of overtime being worked.
7.02 All overtime hours worked must be approved by the Employer in advance of the overtime being worked to qualify for overtime payment in accordance with Article 7.01.	7.02 For all new employees of the UPSE bargaining unit hired after the date of execution of this Agreement and any existing UPSE employees who do not opt in to the

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January 1, 2020 – December 31, 2024	January 1, 2025 – December 31, 2028
	overtime provision in Article 7.01, overtime shall be paid as follows: (a) Employees shall be paid for work performed in excess of their regularly scheduled daily or weekly hours of work at the rate of time and one half (1.5) their regular rate of pay. (b) Employees may accumulate a total yearly amount of up to eighty (80) hours of overtime in an overtime bank. The Employee may use their accumulated overtime bank at a time or times agreed upon with the Employer. The employee may request payout of what is in their overtime bank in June of each year. All overtime banks will be paid out on the last pay in November of each year. There will be no banking of overtime hours worked in December. (c) All overtime hours worked must be approved by the Employer in advance of the overtime being worked to qualify for overtime payment in accordance with (a) above.
8.02 For each eight (8) hour period of time (pro-rated for lesser periods of time) that an employee is on put on call they shall be paid sixteen dollars (\$16.00).	8.02 For each eight (8) hour period of time (pro-rated for lesser periods of time) that an employee is on put on call they shall be paid twenty dollars (\$20.00).
9.01 (b) where an employee is required to report to the workplace, the employee shall be compensated for a minimum of two (2) hours at the applicable rate set forth in Article 7.01, or for time actually worked at the applicable rate set forth in A. 7.01, whichever is greater.	9.01 (b) where an employee is required to report to the workplace, the employee shall be compensated for a minimum of three (3) hours at the applicable rate set forth in Article 7.01, or for time actually worked at the applicable rate set forth in A. 7.01, whichever is greater.
11.01 (a) Employees shall receive an annual vacation with pay in accordance with credited service prior to the commencement of the vacation period as follows:	11.01 (a) Employees shall receive an annual vacation with pay in accordance with credited service prior to the commencement of the vacation period as follows:

UPSE Collective Agreement Comparison City of Charlottetown 2020-2024 and 2025-2028

January 1, 2020 – December 31, 2024	January 1, 2025 – December 31, 2028
• One (1) to eight (8) years completed service - three (3) weeks; • Over eight (8) to eighteen (18) years completed service -four (4) weeks; • Over eighteen (18) years completed service - five (5) weeks; • Over twenty-seven (27) years completed service - six (6) weeks.	• One (1) to eight (8) years completed service - three (3) weeks; • Over eight (8) to fifteen (15) years completed service - four (4) weeks; • Over fifteen (15) years completed service - five (5) weeks; • Over twenty-seven (27) years completed service – six (6) weeks.
11.06 CARRY-OVER - Vacation requests must be approved in writing by the employee's immediate Supervisor or Manager. Where an employee is not able to schedule vacation time in the current calendar year due to operational reasons, or requires consideration to save a portion of their vacation entitlement for use in the following year for special purposes, the employee may apply to carry over up to two weeks of vacation into the next calendar year. Vacation time carried over from one year to the next must be used by June 30 in the year the vacation time is carried over and cannot accumulate year over year. All carry over requests must be approved by their Department Manager and the Human Resources Manager. Vacation carry-over cannot be used in conjunction with approved income averaging arrangements in Article 14.06.	11.06 CARRY-OVER – Vacation requests must be approved in writing by the employee’s immediate Supervisor or Manager. Where an employee is not able to schedule vacation time in the current calendar year due to operational reasons, or requires consideration to save a portion of their vacation entitlement for use in the following year for special purposes, the employee may apply to carry over up to two weeks of vacation into the next calendar year. Applications for carry over must be made in writing to the Employer by December 15. Vacation time carried over from one year to the next must be used by June 30 in the year the vacation time is carried over and cannot accumulate year over year. All carry over requests must be approved by their Department Manager and the Human Resources Manager. Vacation carry-over cannot be used in conjunction with approved income averaging arrangements in Article 14.06.
	NEW 11.07 The Employer may recognize previous service in the same or similar position or work for the purposes of determining vacation entitlement for new permanent employees, provided there is not more than a six (6) month break in service between the employee’s previous similar or same work and their employment with the City. A new permanent employee shall be eligible to receive credit of fifty percent (50%) of their continuous service with their former

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	employer in the same or similar position to a maximum of seven (7) years of credit for the purposes of vacation entitlement only.
	12.01 added: (m) National Day for Truth and Reconciliation, observed on September 30
12.04 Employees working on a statutory holiday as defined in Article 12.01 shall be paid regular pay for the holiday and shall receive a paid day off, at a later date that has been mutually agreed between that employee and their Department Manager.	12.04 Employees working on a statutory holiday as defined in Article 12.01 shall be paid at time and one half (1.5) the employee's regular rate of pay for the employee's scheduled hours of work on the holiday and shall receive a paid day off, at a later date that has been mutually agreed between that employee and their Department Manager.
13.01 SICK LEAVE PROVISIONS - Sick leave means the period of time an employee is permitted to be absent from work with full pay by virtue of being sick or disabled, exposed to contagious disease, or because of an accident for which compensation is not payable under the Worker's Compensation Act.	13.01 SICK LEAVE PROVISIONS - Sick leave means the period of time an employee is permitted to be absent from work with full pay by virtue of being sick or disabled, exposed to contagious disease, or because of an accident for which compensation is not payable under the Worker's Compensation Act. Employees must advise the Employer as soon as they are aware they will not be able to attend work pursuant to this Article.
13.07 Prior to amalgamation, employees of the following municipalities/utility had accrued and are entitled to receive the sick leave payout benefit commencing from their permanent date of hire within their respective municipalities/utility: - Former City of Charlottetown - Sherwood - Charlottetown Water Commission - East Royalty	Deleted

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(a) The sick leave reserve fund from Sherwood shall be transferred to the City's sick leave reserve fund. (b) Employees from Sherwood who have withdrawn their sick leave benefit shall have the number of days credited from Sherwood deducted from eligible days as per Article 22.02(a) of this Agreement, but in no case shall the days be less than zero.	
14.05 GENERAL LEAVE - In the City's discretion leave of absence without pay may be granted to an employee for a period of up to one (1) year. The Employer, in its discretion, may consider an extension to the period of leave granted. Benefits accrued to the date of the commencement of the leave shall remain to the employee's credit; however, the employee shall not accumulate any service time during the leave period.	14.05 GENERAL LEAVE - In the City's discretion leave of absence without pay may be granted to an employee for a period of up to one (1) year. The Employer, in its discretion, may consider an extension to the period of leave granted. Benefits accrued to the date of the commencement of the leave shall remain to the employee's credit; however, the employee shall not accumulate any service time or benefits during the leave period.
14.06 INCOME AVERAGING LEAVE - An employee may apply for a leave of absence without pay for up to four (4) weeks during a calendar year, during which time the employee's anticipated income for the calendar year will be averaged over the entire calendar year. Applications for this leave must be made before January 15 and are subject to approval of the employee's Manager and the Human Resources Manager. Cancellations of approved leave by either the Employer or the employee will only be considered on an exceptional basis, due to unforeseen circumstances.	14.06 INCOME AVERAGING LEAVE - An employee may apply for a leave of absence without pay for up to four (4) weeks during a calendar year, during which time the employee's anticipated income for the calendar year will be averaged over the entire calendar year. Applications for this leave must be made before January December 15 and are subject to approval of the employee's Manager and the Human Resources Manager. Cancellations of approved leave by either the Employer or the employee will only be considered on an exceptional basis, due to unforeseen circumstances.
14.07 (c) 4 4. An employee mentioned in subsection (1) or (2) who is subject to a waiting period of two (2) weeks before receiving EI benefits, shall receive an allowance equivalent to eighty	14.07 (c) 4 4. An employee mentioned in subsection (1) or (2) who is subject to a waiting period of two (2) one (1) weeks before receiving EI benefits, shall receive an allowance equivalent to eighty

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percent (80%) of his/her weekly rate of pay for each week of the two (2) week waiting period, less any other earnings received by the employee during the waiting period.	percent (80%) of his/her weekly rate of pay for each week of the two (2) one (1) week waiting period, less any other earnings received by the employee during the waiting period.
	New 22.01 Employees shall give the Employer as much notice as reasonably possible of their retirement date, and to avoid a delay between the employee's last pay with the City and the beginning of their pension payments, at least eight (8) weeks is recommended. If insufficient notice is given, a delay in the start of pension benefit payments may occur.
28.02 Vacancies or new positions must first be posted within the UPSE bargaining unit for for one (1) week. If three or more qualified candidates apply, the applications of those candidates must be fully processed before the position can be posted to all City of Charlottetown employees and/or externally. Selection for posted positions shall be on a competitive basis.	28.02 Vacancies or new positions may be posted by the Employer internally and externally to the UPSE bargaining unit at the same time. Vacancies or new positions must first be posted within the UPSE bargaining unit for one (1) week. If three or more qualified UPSE bargaining unit candidates apply, the applications of those candidates must be fully processed before candidates external to the UPSE bargaining unit can be considered. the position can be posted to all City of Charlottetown employees and/or externally. Selection for posted positions shall be on a competitive basis.
29.07 Temporary employees are entitled to family leave as per A. 14.03 of this Agreement.	29.07 Temporary employees are entitled to: (a) family leave as per A. 14.03, of this Agreement prorated to the term of the temporary employee's term of employment; (b) on call work and call in pay as per Articles 8 and 9; and (c) overtime as per Article 7.
30.01 This Agreement shall be effective for the period January 1, 2020 to December 31,	30.01 This Agreement shall be effective for the period January 1, 2025 to December

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2024 and shall remain in effect thereafter until a new agreement is signed.	31, 2028 and shall remain in effect thereafter until a new agreement is signed.
Scale of Wages 2020 ~ 2%, 2021 ~ 2%(+2.1% CPI) 2022 ~ 2%, 2023 ~ 2% 2024 ~ 2%	Scale of Wages 2025 ~ 2%, 2026 ~ 2%, 2027 ~ 2%, 2028 ~ 2%

UPSE Collective Agreement Comparison City of Charlottetown 2020-2024 and 2025-2028

2020-2024 Agreement

Highlighted – no change, same band in new agreement

Strikethrough – deleted in new agreement

APPENDIX A- "JOB CLASSIFICATIONS AND SCALE OF WAGES"	
Position	Band
Public Works Field Coordinator Economic Development Officer Controller Senior Finance Officer Superintendent WWTP (DRC) Engineer – Water & Sewer Events Development Officer Superintendent Water & Sewer Utility (DRC)	6
Superintendent (Parks and Recreation, Public Works) Works Field Supervisor - Water & Sewer Utility Heritage Officer Forest and Environmental Officer Chief Building Inspector Development Engineer Sustainability Officer Planner II Program Coordinator	5
Building Inspector II Finance/Systems Administrator Project Accountant IT Specialist Parks Foreman Tourism Officer – Moved to Band 5 Project Officer Planner 1	4
Assistant Program Coordinator Building Inspector 1 Communications Coordinator Heritage Researcher & Collections Coordinator Intake Officer/ AA Planning Finance Technician IT Support Technician Urban Forest Technician Purchasing Officer	3
Accounting /Clerical Clerk (PW & Finance) Administrative Assistant Technical and AA Planning Tourism Coordinator Accounts Payable Clerk – Moved to Band 3	2

UPSE Collective Agreement Comparison City of Charlottetown 2020-2024 and 2025-2028

2025-2028 Agreement

Bold – New Position

Highlighted – no change, same band in new agreement

APPENDIX A- "JOB CLASSIFICATIONS AND SCALE OF WAGES"	
Position	Band
Economic Development Officer Planner III Public Works Field Coordinator Senior Accountant Senior Finance Officer Superintendent Wastewater Treatment Plant Superintendent Water & Sewer Utility	6
Chief Building Inspector Climate Action Officer Development Engineer Event Management & Tourism Officer – <i>Moved from Band 4 plus added Event Management</i> Field Works Supervisor - Water & Sewer Forest & Environmental Officer Heritage Officer Planner II Procurement Officer Program Coordinator Superintendent - Parks & Recreation and Public Works	5
Building Inspector II Parks Foreperson Planner I Project Accountant Project Officer - Water & Sewer Utility – <i>Additional Wording Added</i>	4
Accounts Payable Clerk – <i>Moved from Band 2</i> Assistant Program Coordinator Building Inspector I Civic Engagement & Events Coordinator Finance Technician Heritage Researcher & Collections Coordinator Intake Officer & Administrative Assistant - Planning Purchasing Officer Sustainability Project Coordinator Technical Assistant Urban Forest Technician Water Coordinator	3
Accounting & Clerical Clerk - Public Works and Finance Administrative Assistant Urban Forest Technician Assistant	2