



October 29, 2025

RESPONSE TO NEWS RELEASE FROM CITY OF CHARLOTTETOWN

We were surprised to find this statement of offer and bargaining in a news release, as we've been waiting for a response from the employer to a package that we moved significantly on, that was given to the City on October 15th.

We spoke to the mediator on the 15th, 16th, and 17th of October, and again on the 21st, 23rd, and 24th, asking for a response from the employer. We've been waiting two weeks for a response.

If they spent more time responding to our offer and negotiating in good faith than they do writing statements that are misleading and untrue, the strike would be settled by now.

We find the following part of the statement by the employer infuriating:

"While the City has made concessions to address the union's concerns over job security, negotiations related to wages have so far been unsuccessful."

We've been pushing back on the destructive concessions, which are trying to remove job security language that's been in the contract for 60 years, how dare they. Even if they withdrew all their concessions today, that's not them making concessions to us, it's them cleaning up the mess they've made.

Also, the city hasn't changed their position on wages from their original offer dating back to February 28th, 2024, meanwhile the union has moved significantly.

The employer talks about an incentive for those who obtain above the levels of certification in their job description, they are failing to disclose the fact about those who will lose their jobs or be demoted for not obtaining the levels that the employer desires.

There has not been respectful dialogue from the city either before or during this strike. If the City of Charlottetown truly wants constructive conversation, it must stop relying on media and forcing workers to shout from the sidewalk just to be heard. Banning members, including the president of CUPE Local 830, from City Hall sends the opposite message. Constructive dialogue means sitting down, face to face, and listening. We've sent over 200 pieces of correspondence to City Council requesting a meeting. The silence is not just disappointing, it's a choice.

Additionally, we are still waiting for a reply on the conflict of interest concerning Bob Doiron.

What is disappointing and counterproductive is a strike that has lasted 93 days so far and an employer that is unwilling to value their employees and their residents receiving quality public services from the dedicated workers of CUPE Local 830.

This is just another diversion tactic to take focus off the City Council's inaction; they must give a new mandate to their bargaining team now.

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

Attachment

City of Charlottetown News Release of October 29, 2025



CHARLOTTETOWN

NEWS RELEASE

FOR IMMEDIATE RELEASE
Oct. 29, 2025

City Provides Update on Water and Sewer Strike

CHARLOTTETOWN – The City of Charlottetown is providing an update on the ongoing labour disruption involving CUPE 830, the union representing approximately 30 water and sewer employees who are currently on strike.

Bargaining update

The City and CUPE 830 negotiating teams met most recently on Oct. 15 with a conciliator appointed by the province in an attempt to resolve outstanding issues. While the City has made concessions to address the union's concerns over job security, negotiations related to wages have so far been unsuccessful. The union's recent attempts to disrupt City business have been disappointing and counterproductive. The City remains committed to maintaining a respectful dialogue and working collaboratively toward a constructive resolution.

City's offer

The City has offered a 2 per cent wage increase to the union (8 per cent over four years), similar to what it has negotiated with other employee groups. The City has also offered an incentive for employees that achieve levels of certification above those listed in their job descriptions. The City believes these increases provide Utility employees with a fair wage, encourages employees to achieve higher levels of water and wastewater certification, and is fiscally responsible to taxpayers.

In addition to the offered increases, all City of Charlottetown collective agreements include cost of living adjustments to protect employee wages in times of high inflation. All employees received wage increases of 4.1 per cent in 2021 and 7.8 per cent in 2022, when inflation on P.E.I. was at its highest in recent years. The current offer of adding four years of 2 per cent

increases results in wage increases of 21.5 per cent over six years by January 2026. The City believes its wage offer to Utility employees is fair and reasonable.

The City remains committed to maintaining essential services until a negotiated agreement is reached with the union.

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