

OPEN LETTER TO RESIDENTS SERVICED BY THE RED PINE SOLID WASTE MANAGEMENT SITE

The Chaleur Regional Service Commission Board of Directors seeks to clarify certain elements concerning the present lockout situation affecting 23 employees from CUPE Local 4193 at the Red Pine solid waste management site. The lockout has been in effect since February 13, 2020.

It is important to clarify that the Red Pine solid waste management site is owned and operated by the Chaleur Regional Service Commission.

The last Collective Agreement between both parties expired on December 31, 2017. Negotiations since have led to an impasse, this after two years' efforts. Because of this impasse, we had no choice but to proceed with the lockout notice.

In the last while, a number of erroneous information elements were distributed through various media. We have a responsibility to correct these elements:

- **Salary negotiations** – In the nine (9) months preceding the lockout, all monetary articles were addressed through the negotiation process, this until December 17, 2019. That said, a number of these elements are still in contention;
- **Absenteeism** – Up to the day of the lockout, the rate of absenteeism of CUPE Local 4193 employees averaged 33%, the equivalent of 32 days per employee per year, or 2.57 employees absent daily. We must address this excessive and costly situation. We seek to establish a process whereby an employee provide a medical certificate for sick leave for less than three days when the employee demonstrates an unusual pattern for sick leave. This is not a haphazard request, rather one based on clearly identified parameters;
- **Quality of site management** – The Red Pine solid waste management site falls under purview of Regulation 2018-72 of the *Local Governance Act of the Provincial Department of Environment and Local Government*, as well as its *Accreditation Certificate*. This responsibility is taken very seriously. Regarding this, we can state without any doubt that we have not received any Government sanction or any reproach from Government concerning the quality of our site management;
- **Student employment** – For nearly thirty (30) years, there has been a well-established practice concerning the hiring of students for summer employment at the site. All students of legal working age, who are children of CUPE Local 4193 employees or Management employees, are prioritized for summer employment. This practice has not been modified since the lockout went into effect;
- **Temporary employees** – Contrary to information shared on various media platforms, all temporary employees presently working at the site have remuneration equal to locked out employees, being between \$20.24 and \$27.40 per hour.

Although the present situation is difficult, we are doubling our efforts in order to offer a service that meets regulatory requirements, and we want to reassure the population that the quality of our operations is not in question. We are proud of the efforts by all our present employees who are maintaining a level of service to our expectations and our responsibilities.

We are also ready to return to the negotiating table with our CUPE Local 4193 employees, simply waiting for notice on their behalf to continue the process towards a new Collective Bargaining Agreement.

Joseph Noel, Chairman and Mayor of Belledune • Charles Doucet, Vice Chair and Mayor of Nigadoo
Paolo Fongemie, 3rd Director and Mayor of Bathurst • Jean Guy Grant, Mayor of Beresford
Luc Desjardins, Mayor of Petit-Rocher • Normand Doiron, Mayor of Pointe-Verte
Carole Caron, LSD Representative • Normand Plourde, LSD Representative
Donald Gauvin, LSD Representative