

FORT MCMURRAY AREA OFFICE

207, 112 Riverstone Ridge, Fort McMurray, AB T9K1S6
Tel.: (780) 743-2880 / Fax: (780) 743-2896 / cupe.ca / scfp.ca

March 13, 2023

BY EMAIL

Paul Thorkelsson
Chief Administrative Officer

Kari Donnelly
Director, Human Resources

Dear Mr. Thorkelsson and Ms. Donnelly:

Re: Your correspondence of March 10 and 13, 2023

CUPE has received your correspondence from March 10, and again today, March 13, 2023.

Your correspondence to my office and the Local's office today discusses that the President of Local 1505, Craig Milley, wrote to Council in respect of Collective Bargaining, which the Union **confirms** was done, at the request of one of the sitting councillors, after a phone conversation which they placed to Mr. Milley on February 20, 2023, which was a statutory holiday.

There were two witnesses to this conversation, the Vice President, Nikki Peddle was directly in the room, and I was on the phone with her at the time of the call.

The Parties agreed with our mediator, Deborah Howes, that we would not discuss the what-if documents, nor would we hold either Party to those discussions as they were without prejudice or precedent, and if not accepted, would mean the Parties returned to their inbound proposals. We spoke with Ms. Howes after your last communication with our members on November 25, 2022, in which you violated the very nature of the what-if discussion for the first time and requested that she ask you to cease these violations and bargain in good faith with the Union.

Since that time, the entire RMWB employee group has been forced to see this information posted on your Intranet page. The information regarding International Association of Fire Fighters (IAFF) Local 2494 bargaining is also posted on your Intranet, which is accessible by all employees, including our members.

Your communication to the CUPE employee group of March 10, once again goes against the spirit of the talks that we were having in informal mediation with the "what if" scenarios, of which your \$2,500 lump sum payment for ratification, the 2% a year for 2023, 2024 and 2025 for non-red circled employees, and the "bi-weekly lump sum" payment equivalent of the same increases to red-circled employees, was a part.

.../2

MARK HANCOCK
National President/Président national

CANDACE RENNICK
National Secretary-Treasurer/Secrétaire-trésorière nationale

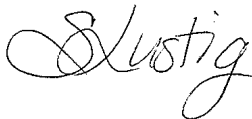
PATRICK GLOUTNEY, FRED HAHN, JUDY HENLEY, SHERRY HILLIER, LEE-ANN KALEN
General Vice-Presidents/Vice-présidences générales

Your communication on March 10 indicates that you do not wish to bargain with CUPE, but rather in an open forum with its members, by continuing to repeatedly violate the terms and conditions of which we agreed upon in mediation. The Union views this continued action as a violation of the Employer's requirement to bargain in good faith.

In this time period, it has also been reported to the Union that the Employer has discussed CUPE bargaining during an IAFF grievance meeting, and also that the Employer has discussed bargaining during an investigation meeting of one of our bargaining committee members. Further to this, at a recent grievance meeting, the Employer suggested that the actions of the President in defending his membership may impact his ability to work for the RMWB in his employee role in the future should he not be in Union Office. The Union sees these actions as a violation of the Employer's requirement to bargain in good faith.

You have suggested that CUPE has acted in bad faith by sending an email to Mayor and Council at the request of a councillor, and that you have considered filing an unfair labour practice complaint. CUPE is in discussions with our principles, as well as our legal team, to determine our next steps. The Union suggests that if you believe that your house is clear of all wrongdoing, that you should file the Unfair Labour Practice.

Yours truly,



Stephanie Lustig
CUPE National Representative



Craig Milley
CUPE Local 1505

:vlk/cope 491

cc. D. Howes, Mediator; T. Mitchell, McLennan Ross; N. Peddle, Vice President CUPE Local 1505; RMWB Bargaining Committee