

President @ Cupe1505

From: President @ Cupe1505
Sent: Tuesday, June 2, 2026 9:31 PM
To: Antoine Rempp; VP @ Cupe1505
Cc: Ryan Ricketts; Kayla Stephenson (Kayla.Stephenson@rmwb.ca) (Kayla.Stephenson@rmwb.ca); Fallon MacKinnon; Carrie Dow (Carrie.Dow@rmwb.ca); CAO; Andrew Boutilier; Mayor Sandy Bowman; Mayor Sandy Bowman; don.scott@rmwb.ca; Councillor Lance Bussieres; jennifer.vardy@rmwb.ca; luana.bussiers@rmwb.ca; greg.marcel@rmwb.ca; Councillor Kendrick Cardinal; Stu Wigle; kyle.vandecasteyen@rmwb.ca; ty.brandt@rmwb.ca; RMWB @ Cupe1505; Karli Matthews
Subject: RE: Appendix J Notification
Attachments: 260505 Policy Solid Waste.pdf; Appendix J Notification Letter.pdf; Appendix J.pdf; RFP - Complete Document.pdf; RFP - Complete Document.pdf

Hi Antoine et al,

I have included all relevant individuals to this email including Mayor and Council as their actions, while they may be unaware, were unlawful when the motion was passed for circular materials to assume the contract of the recycling program.

I will thank you for serving the Union the 120 day notice as required prior to any outsourcing, however, this was done after the contract was already awarded to Circular Materials. The Collective Agreement is clear that the 120 day notice must be served in accordance with Appendix J *“Prior to implementing any initiatives that result in a reduction in the number of CUPE employees, the Union will be notified at least one hundred and twenty (120) days in advance of the implementation.”*

This means that the 120-day notice must be provided to the Union, considered by the employer and discussed prior to awarding the contract, not after a contract was awarded but prior to the contract commencing. The RMWB and CUPE 1505 are sophisticated parties and have exercised this a number of times so there is no excuse of misunderstanding the process. The Employers communication is clearly a desperate attempt to “check a box” to avoid accountability.

The Union was under the impression that this was mandatory by the province, however the truth come out during the May 12, 2026 Council Meeting that the RMWB voluntarily entered into the agreement and therefor was subject to the Collective Agreement. Further, the Union filed 260505 which you heard yesterday. Your notice is less than authentic and in order for the Union to consider it relevant would require the Employer to discontinue all processes with circular materials immediately and only be potentially engaged following the processes identified in the collective agreement be exercised.

The Union has communicated several concerns previously with you misrepresentation information regarding the RFP’s previously however these concerns were ignored. In fact, you are aware of several cost saving measures that could have reduced the cost of the recycling program significantly as they were discussed month after month in labour management meetings.

Further, the Union has not been produced any financial documents that would validate the consideration of outsourcing, except your statement that it would save 1.4 million dollars. This statement is unmeritorious as it is not reflective of any cost saving measures the employer could have implemented. While we understand the Employers right to manage, this does not mean mismanage to the point that outsourcing is the only viable option. I will remind you that the cost saving measures were agreed to in July 2024, well before the employer ever communicated the potential RFP's and to date, has failed to implement these measures.

The motion passed by council on May 12, 2026 to award the contract to circular materials is unlawful as the council does not have the authority to pass a motion that is contrary to the requirements of the Collective Agreement and must be retracted immediately.

The contract with Circular Materials is unlawful and must be discontinued immediately.

The Employers conduct on this matter over the past 1.5 years is unacceptable and does not adhere to any principle of a respectful and cooperative relationship with the Union.

I have attached all relevant documentation for all of your review.

From: Antoine Rempp <Antoine.Rempp@rmwb.ca>
Sent: Tuesday, June 2, 2026 4:16 PM
To: President @ Cupe1505 <president@cupe1505.ca>; VP @ Cupe1505 <vp@cupe1505.ca>
Cc: Ryan Ricketts <Ryan.Ricketts@rmwb.ca>
Subject: Appendix J Notification

Hi Nikki and Craig,

Please see attached Appendix J letter.

Thank you,



REGIONAL MUNICIPALITY
OF WOOD BUFFALO


Antoine Rempp, P.Eng.

Director
Environmental Services

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I humbly acknowledge that the land on which we live, learn, work and play is Treaty 8 Territory, the traditional lands of the Cree, Dene, and the unceded territory of the Métis.

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