

MARITIMES REGIONAL OFFICE – BUREAU RÉGIONAL DES MARITIMES

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All CUPE Members

Subject: Disrespectful and Threatening Letter to Employees

Given the recent communication from your employer regarding its perception of potential illegal strike action, it appears some employers may be considering the use of threats for unwarranted disciplinary action. We as your Union are writing to remind you that you have rights under your collective agreement. There are labour laws enforced by the Labour and Employment Board designed to protect you and as well as your rights under the Charter of Rights and Freedoms. We know you understand your responsibilities as workers because you report to work every day and provide valuable public services in healthcare, education, social development, public safety and justice, nursing homes, DTI, parks and tourism and many other valuable public services across New Brunswick.

First, we want to emphasize your government has not shown it values your contribution for the services you provide to New Brunswickers. Many times over the past few years, it has demonstrated anti-union behaviour by disrespecting your union leadership, by undervaluing your contributions, by underpaying you and under resourcing the very service you provide New Brunswickers - all while proud of and boasting a billion-dollar surplus generated by your tax dollars.

The employer has informed you they will provide a safe and harassment-free workplace. We are extremely pleased to hear this as this has been a huge issue on a daily basis in the workplace; however, we find it ironic the employer sends you a threatening and harassing letter.

Your Union want all members to understand the government is breaking signed collective agreements which we believe is illegal employer activities. These are fairly negotiated, hard fought for legal documents. These contracts give you rights and protection and in exchange you provide a public service. Employers, managers, supervisors, or anyone in a position of authority who participates in threatening, intimidating or harassing behaviour will be subject to complaints, grievances or other legal proceeding as defined under workplace policies, procedures and laws in New Brunswick and Canada and that may include punitive legal measures, where applicable.

MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, JUDY HENLEY, SHERRY HILLIER, KAREN RANALLETTA

General Vice-Presidents/Vice-présidences générales

We urge you to understand all your rights as described in this letter. We urge you to remain informed and attend all union meetings. Please note you should not be required to work underpaid, understaffed in a system that is under-resourced with an employer that does not respect you as an employee or as a union member. It would appear your employer is trying to interfere with the operations of a trade union which violates New Brunswick labour law. You are not obligated to work in a toxic or hostile work environment that your employer is causing.

In Solidarity,

Your Union Leadership

db/cope491

c.c. All Supervisors, Managers, and any Government Departments
Mark Hancock
Candace Rennick
CUPE National Executive Board

