



NS Federation of Labour

Honourable Tim Houston
Premier of Nova Scotia
Office of the Premier
7th Floor, One Government Place
1700 Granville Street
Halifax, NS, B3J 1X5

May 23, 2023

Dear Premier:

As the premier, we urge you to respect the collective bargaining process and resume negotiations with the striking workers in the HRCE. We also recognize that the government respected this process during the short strike at the Annapolis Valley Centre for Education and the South Shore Centre for Education. We also respectfully acknowledge and ask for the same for your Minister of Education.

Our faith was shaken when your government started using replacement workers (Scabs) during the CUPE strike with Local 5047. We also are writing to request the province enact Anti-scab legislation. These laws would prohibit employers from using replacement workers during a legal strike or lockout, ensuring that workers can exercise their right to collective bargaining without fear of being replaced. Such laws are an essential part of protecting workers' rights in Canada.

In Québec and British Columbia, anti-scab legislation has been in place for decades, while the federal government is currently consulting on introducing similar legislation across the country for federally regulated employees and private sector workers in the few federally regulated industries from being replaced by scabs.

It's time for all workers to become protected by anti-scab laws. Anti-scab laws allow workers to exercise their right to collective bargaining without fear of being replaced. Replacement workers undermine the constitutional right to strike recognized by the Supreme Court of Canada and weaken unions' ability to negotiate fair wages and working conditions. Passing solid anti-scab legislation ensures that all workers have access to fair wages and working conditions. We are concerned that it is costly for Nova Scotians, as staffing agencies charge exorbitant fees for their services. This practice also prolongs and undermines the strike, leading to financial and emotional strain for all parties involved.

The Nova Scotia Federation of Labour stands firmly with CUPE and opposes using replacement workers to break strikes. Workers must have the right to negotiate fair wages, benefits, and working conditions without fear of being replaced by temporary workers. We call upon the government to respect the collective bargaining process and work towards a fair resolution that benefits all parties involved. It is time for the government to end using replacement workers and support the hardworking employees essential to our communities.

Yours truly,

DANNY CAVANAGH
President
DC/jw/ Unifor Local 4005