



Canadian Union of Public Employees, Local 3912  
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**May 6, 2024**

**Hon. Jill Balseer**

*Minister of Labour, Skills, and Immigration*  
*Nova Scotia House of Assembly*  
138 Highway #303, Unit 2, Digby, NS  
B0V 1A0

*Honourable Minister,*

We, the Executive Committee of the Canadian Union of Public Employees (CUPE), Local 3912, are writing to request your consideration and support of the *Strike Integrity and Worker Protection Act*. This province already suffers from some of the harshest labor laws which skew the balance of power heavily in favor of employers, and devalue and disenfranchise vulnerable employees. Reading this act into law will strengthen the tools at the disposal of organized trade unions by preventing negligent and harmful employers from simply bypassing collective action by hiring replacement workers. These workers harm both themselves by submitting willingly to adverse and hostile conditions, their fellow workers by prolonging collective action, and to their society by letting corporations and executives amass power over the working class. We need safeguards to prevent prolonged strikes and abuse by hostile employers in this province, and your government has the power to make real change!

At CUPE 3912, we have experienced the potential harm that can arise from replacement workers. During our 2022 strike at Dalhousie University, members who had unwittingly and unknowingly continued to perform duties experienced harassment from other members, colleagues at different unions, and from the students and members of the public they served. With legislation like that found in the *Strike Integrity and Worker Protection Act*, the employer's role in helping to communicate a work stoppage would be clarified and prevent the compromising situations some of CUPE 3912's most vulnerable and exploited members suffered in Fall 2022. As a whole, we know our self-described position as "precarious academics" is a constant struggle with our employer, who endeavors to replace us in times where we aren't on a work stoppage, and with our union standing up for our rights to continue providing world-class education. We need you, Minister, and your government to step up and take the mantle of champions of the workforce, as we have for some of Nova Scotia's most tenuously employed and undervalued academics. Please consider supporting the ratification of the *Strike Integrity and Worker Protection Act*.

*With warmest regards,*

*The CUPE 3912 Executive Committee,*

See the following page for signatures.



\_\_\_\_\_  
\_Lauren McKenzie\_\_\_\_\_  
**CUPE 3912 President**

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*Lauren McKenzie*  
\_\_\_\_\_  
**Signature & Date**

\_\_\_\_\_  
\_Tanya Bilsbury\_\_\_\_\_  
**Communications Officer**

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*T Bilsbury*  
\_\_\_\_\_  
April 23 2024  
**Signature & Date**

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\_Aiden Farrant\_\_\_\_\_  
**Recording Secretary**

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*A Farrant*  
\_\_\_\_\_  
April 23 2024  
**Signature & Date**

\_\_\_\_\_  
\_Erica Fischer\_\_\_\_\_  
**VP Saint Mary's University Part time Academics**

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*Erica Fischer*  
\_\_\_\_\_  
March 26, 2024  
**Signature & Date**

\_\_\_\_\_  
\_Samantha Williams\_\_\_\_\_  
**VP Saint Mary's University Teaching Assistants**

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*Samantha Williams*  
\_\_\_\_\_  
April 26, 2024  
**Signature & Date**

\_\_\_\_\_  
\_Claire Drummond\_\_\_\_\_  
**VP Nova Scotia College of Art and Design**

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*C. Drummond*  
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May 2, 2024  
**Signature & Date**