



Subject: Severe Labour Violations of Janitors at HRM Sites

December 3 2025

Sent via email

CC: Mayor Fillmore, Honorable Councillors and Relevant Staff

Dear Brad Anguish, Acting Chief Administrative Officer,

Earlier this year, our janitorial members that serviced Alderney Gate were laid off from their unionized jobs due to a contract-flip from GDI to Imperial Cleaners. In a letter that I wrote to your office on February 27 2025 (attached), I noted that SEIU conducted interviews with non-union janitors of Imperial Cleaners at multiple HRM-owned sites. We sounded the alarm to your office, to City Councillors and HRM Procurement Staff that Imperial Cleaners was not paying its employees a living wage pursuant to HRM procurement rules. On February 28, we consequently filed a Judicial Review of HRM's award of the Alderney Gate contract to Imperial Cleaners.

Since then, SEIU uncovered additional severe violations of labour laws committed by Imperial Cleaners at the Alderney Gate site. We have obtained paystub information for the complete length of employment that demonstrates multiple Imperial employees were never paid a living wage at multiple HRM sites. On November 27, SEIU filed an Application for Certification under the Nova Scotia Trade Union Act. On that same day, Imperial Cleaners terminated a third of the workforce in an effort to defeat the unionization campaign. On Dec 1, Imperial Cleaners went further and retaliated against the mother of a union supporter, who is also employed by Imperial Cleaners. Other uncovered violations include but are not limited to: chronic unpaid hours of work, chronic lack of overtime payment, circumvention of payroll deductions by attempting to pay cash wages under the table, and monetary reprisals. These violations cut across multiple HRM-owned sites and are not limited to Alderney Gate.

A breakdown of the timeline of the submitted complaints are as follows:

- **November 28:** An Unfair Labour Practice complaint alleging the illegal termination of one-third of the workforce.
- **December 1:** Two Labour Standards Complaints outlining unpaid hours of work and lack of overtime pay including paystub evidence.
- **December 2:** A second Unfair Labour Practice complaint documenting the reprisals and retaliation of an alleged union supporter's relative.

We expect additional complaints to be forthcoming. While I understand that these complaints are in the process of being adjudicated, we believe it is not in the best interest of HRM to look the other way from the investigation of the abuses of its contracted Imperial janitorial staff in HRM-owned properties.

SEIU 2 - Head Office

303 Waverley Street
Ottawa, ON K2P 0V9
P 613-567-3528
F 613-567-0924

572 Arthur Street West, POB 32001
Thunder Bay, Ontario P7E 0A1
Toll 1-888-887-5343
P 807-473-9651
F 807-473-3632

2600 Skymark Ave, Unit 2, Suite 200
Mississauga, ON L4W 5B2
Toll 1-800-663-6841
P 905-602-7477
F 905-602-7476
seilocal2.ca

163 Wyse Road
Dartmouth, NS B3A 1M5
Toll 1-800-563-1095
P 902 455 1095
F 902 455 1855

7128 Gilley Ave.
Burnaby, B.C. V5J 4X2
P 604-540-7774
F 604-540-7779



We are requesting that upon adjudication of the complaints mentioned, if Imperial Cleaners is found to be guilty, that HRM discontinue all contracts with Imperial Cleaners in addition to ordering the contractor to retroactively pay workers their entitled living wages and all other monetary entitlements under the Labour Standards legislation.

SEIU remains committed to raising labour standards of all contracted janitors in HRM and across the country.

Respectfully,

Tina Oh

Vice President, Eastern Canada
Organizing Coordinator
Service Employees International Union Local 2

902-955-9966
toh@seiulocal2.ca

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