



PRIME MINISTER OF SINT MAARTEN
Minister-President van Sint Maarten

To: WICSU-PSU
Attn: WICSU-PSU President Ms. Sharon Cangieter
Ferret Building 152B Backstreet
Philipsburg, Sint Maarten

Philipsburg, November 12, 2025

DIV: 25-16646/H

Subject: Response to your letter dated November 10, 2025

Dear Ms. Cangieter,

I acknowledge receipt of your correspondence dated November 10, 2025, in response to my previous letters concerning the Function Book and the legal position of the staff of the Fire Department. I hereby provide the following clarification and updates.

Your most recent correspondence reiterates arguments and requests that have already been addressed in my earlier responses. Therefore, my position remains consistent. However, I find it important to correct certain statements and provide factual updates to ensure clarity moving forward.

Contrary to your statement that my letter referenced "the existence of a placement committee," no such statement was made in my letter. In my letter I stated "*Consistent with my letter dated October 24, 2025, the placement process will proceed and will begin shortly. A national decree establishing the placement and objection committees is currently being finalized. The Department of P&O will shortly brief all relevant staff on the procedures and will provide support throughout the process.*"

As mentioned in my letter of October 24, 2025, these placements will take place in accordance with the newly established function book.

In addition, I can inform you that the advice for the installation of the committees mentioned was signed on Friday, November 7, 2025.

As these committees must be established by national decree, I can further inform you that the draft national decree has been presented to the Governor, today, Wednesday 12, 2025, for approval. It is my expectation to receive the signed national decree after ratification by the Governor, allowing the official installation of the committees to proceed without delay.

Prime Minister / Minister-President

Government Administration Building
Soualiga road 1, Sint Maarten
(E) pmcabinet@sintmaartengov.org

Once the committees have officially been established and commenced their work, a realistic timeline for the completion of the placement process will be assessed and communicated. This approach ensures that the planning reflects the actual operational and administrative capacities of all parties involved.

Regarding your comments on the Function Book, I must again clarify the facts. The Function Book was approved within the CCSU and subsequently published. Therefore, it is now a valid and legal document. At your request, as outlined in the document titled "*Proposal of Fire Department WICSU-PSU*" containing three points, I agreed—by letter dated October 3rd, 2025—to revisit the Function Book. You later referred to a prior agreement within the CCSU to review the Function Book within three years. If any misunderstanding has arisen regarding the status or timing of this review, such cannot be attributed to the contents of my letters.

It is also inaccurate to suggest that the Government's representatives entered the negotiations with predetermined positions. The topic of discussion was clearly defined, and an agenda was shared and agreed in advance. The Union did not raise any objections or additional points at the commencement of the meeting.

I find it regrettable that the impression is being created that the Government does not recognize the seriousness of the concerns of the Fire Department staff. This perception contradicts the extensive efforts and engagements that have already taken place, as well as the Government's decision to enter into negotiations on the draft covenant in good faith.

I would like to, once again, clearly outline Government's definitive commitments and the way forward toward resolution.

Placement Process: Government reaffirms its commitment to the placement process for the Fire Department based on the newly implemented Function Book, published by National Decree containing General Measures of February 4, 2025.

Promotions and Career Advancement: Government remains committed to ensuring that promotions and placements are executed in accordance with the *Landsbesluit Aanstelling en Bevorderingseisen Brandweer Sint Maarten* ensuring that all personnel receive their rightful placements.

Retroactive Payment: As part of the general placement process, there will be a claim process through which personnel who are eligible for retroactive payments can be duly compensated.

Government will continue to work closely with the department of P&O, and the Chief of the Fire Department to ensure that this process is carried out in a timely, transparent and responsible manner.

Revisiting the Function Book: Consistent with the CCSU agreement, Government once again affirms that the Function Book will be revisited within three years.

Prime Minister / Minister-President

Government Administration Building
Soualuiga road 1, Sint Maarten
(E) pmcabinet@sintmaartengov.org



I must note that despite Government's sustained efforts to address the concerns raised, the level of progress expected by both parties has not materialized. In the interest of moving beyond these disagreements, I am in agreement with the use of a neutral mediator, under mutually agreed conditions, with the objective of ensuring continued and constructive progress.

I wish to emphasize that, regardless of these ongoing discussions, the placement process will continue.

Considering the comprehensive details and commitments provided in my letters of October 3, 2025, October 24, 2025, and November 5, 2025, and now this letter of November 12, 2025, I hereby reaffirm my stance that this correspondence – on the backdrop of the consistency of previous communication – constitutes a clear and substantive Commitment Letter. It reflects the Government's firm position and genuine intent to bring this matter to a responsible, lawful, and sustainable resolution for the betterment of the personnel of the Fire Department.

Finally, as the placement process for the personnel of the Fire Department moves forward, and in full recognition of the concrete commitments outlined by the Government, I once again strongly urge the Union to instruct its members to bring an immediate end to the current go-slow action. This reciprocal step is essential to restore full operational capability and allow us to collaboratively achieve the lasting resolution that both the personnel and the public deserve.

I hope to have informed you sufficiently.

Dr. Luc Mercelina
Prime Minister Sint Maarten
Minister of General Affairs



*Cc: Council of Ministers
Secretariat of the Council of Ministers
Secretary General of the Ministry of General Affairs
Chief of the Fire Department
Department Head, P&O*

Prime Minister / Minister-President

Government Administration Building
Soualuiga road 1, Sint Maarten
(E) pmcabinet@sintmaartengov.org