

March 19, 2024

Mackenzie Edwards
Chairperson, CUPE 3903

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RE: Solidarity with CUPE 3903 Striking Workers

Dear Mackenzie and members of CUPE 3903;

On behalf of AMAPCEO, Ontario's Professional Employees' union, I am writing to express our solidarity with CUPE 3903, and to all your striking members who are taking action to assert their rights.

AMAPCEO represents more than 16,500 professional employees working in the public interest in Ontario. Our members work in every ministry in the Ontario Public Service, as well as in a growing number of provincial agencies, boards, and regulators.

Bargaining with the government – our members' central employer – since the imposition of the unconstitutional Bill 124 which artificially limited our ability to negotiate wage increases for our members has been challenging. We have experienced how this government, like a disturbing number of public sector employers across the country, uses wage constraints and privatization of public services to impact the delivery of those services.

The members of CUPE 3903, like AMAPCEO members, make an impact in the lives of students and the public every day. It is time your own employer recognize that the cost-of-living has risen sharply in Toronto and that a labour force built on precarity is not a solution to ensuring quality learning environments, delivering public services, or building an economy of fairness.

Like your members and contract faculty across the post-secondary education sector, AMAPCEO has faced an increase in the reliance on short-term, temporary contracts in recent years. As labour unions, we must work together to combat the increase in unstable, precarious work and privatization, and advocate for good paying, stable jobs. AMAPCEO supports your members' actions to secure a fair contract that recognizes the impact of inflation and resists workplace precarity.

On behalf of our members, I offer our union's support in your mobilization efforts. Please let me know if there is anything we can do to assist you and the members of CUPE 3903 in achieving a fair deal.

In solidarity,



Dave Bulmer, President