

Hon. Doug Ford
Premier of Ontario
Legislative Building
Queen's Park
Toronto, Ontario M7A 1A1



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June 20, 2025

Via Email: premier@ontario.ca

Dear Premier Ford:

We write you today to express our concerns with your comments made earlier this week about First Nations in Ontario “coming hat in hand all the time to the government.”

As a reminder, AMAPCEO is a member-driven, politically non-partisan union of more than 17,000 professional employees, dedicated to providing outstanding representation and other services to our members. The majority of our members work directly for the Government of Ontario (as part of the Ontario Public Service [OPS]) in every ministry along with a number of agencies, boards and commissions—in over 130 communities across the province and in 12 cities outside Canada. We also represent employees in eleven bargaining units in the Broader Public Sector.

While your statements were self-evidently offensive to First Nations and Indigenous people – a fact already acknowledged by your apology to Anishnabek leadership yesterday – we wanted to draw your attention to the impact they have had on the workers that your government relies on to execute on its priorities – the professionals working in the Ontario Public Service (OPS) and in the broader public sector.

Specifically, we wanted to draw your attention to those Indigenous workers in the OPS who are diligently working, day-in and day-out, to deliver the public services that Ontarians rely on. These workers also ensure that your government’s legislation, budgets and mandate are realized, regardless of their opinions on policy changes which may run counter to their own beliefs or those held by others in their communities.

It is not a secret that there is opposition to Bill 5 amongst First Nations, especially as regards the government’s duty to consult. For Indigenous workers in the OPS, many are in a position between their own communities and the work they are doing in their careers. To then have the leader of the organization for which they work reinforce harmful stereotypes about Indigenous people, it is deeply upsetting.

As your government continues to work on reconciliation within its own workforce, we believe it is worth pointing out the harm your comments have caused. Many Indigenous workers continue to wait for stated commitments to reconciliation to bear fruit, in particular efforts to provide greater access to leadership positions within the OPS to Indigenous workers, many of whom have found themselves repeatedly passed over for promotions and wondering why it continues to happen.

We hope that in the future you will not only choose your words more carefully but that you will consider the responsibilities that the Government of Ontario has to consult with rights bearing communities in this province and to work with respect towards reconciliation.

Sincerely,

Dave Bulmer

President and CEO, AMAPCEO

Maggie Kavanaugh

Chair, AMAPCEO Indigenous Circle

Cc: Michelle DiEmanuele, Secretary of the Cabinet, Head of the Ontario Public Service