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**March 10, 2025**

**Canadian Union of Public Employees, Local 1656**  
*Regional Municipality of Waterloo Outside Workers*

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*CUPE Brothers and Sisters of Local 1656,*

Your colleagues and peers at CUPE local 3912 emphatically support your strike action. We recognize the importance of the hard work that you do ensuring safety, beauty, and overall high living standards. It is unacceptable that the government you are negotiating with is refusing to invest in its future by systematically and chronically underfunding its services and deferring maintenance and labour costs. Your work is seen, needed, and should result in fair and adequate compensation!

Please know that you are not alone, and that across the our Union at all levels, your brothers and sisters in the labour movement are striving to improve our collective situation and shore up eroding rights for workers. Your victories are all our victories, and we are honoured to participate and support your goals and ambitions. Continue to fight back against unfair wages, improper working conditions, and systemic disenfranchisement.

*With warmest regards on behalf of the CUPE 3912 Executive Committee*



**CUPE 3912 President, Lauren McKenzie**