

Canadian Union of Public Employees, Local 3912  
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**March 10, 2025**

**Karen Redman**

*Chairperson, Waterloo Regional Council*

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*Waterloo regional council and chairperson,*

We, the Executive Committee of the Canadian Union of Public Employees (CUPE), Local 3912, are writing to request that you cease your unfair bargaining practices against CUPE Locals in your province. It is unfair and dishonest that the Region offered wage increases to CUPE 1656 members during one round of negotiations, and are trying to walk back what you already proposed. CUPE 1656 members work hard to provide vital services to our communities. They deserve a fair deal, and an employer that keeps their word.

Please have compassion for your constituents and provide the well-deserved compensation and concessions that the Locals are requesting. We call upon you to lead by example and compel your regional board to support striking CUPE members and yield their demands. You must return to the bargaining table with the original wage proposals offered by Waterloo Regional Council so that they can reach a fair deal and end the strike so they can return to work providing the vital services residents depend on.

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



**CUPE 3912 President, Lauren McKenzie**