

To Decision-Makers at Oxfam,

We write to you, as the Executive Board at Unifor 567 representing workers across the non-profit and union sectors (including Amnesty International Canada, Canadian Centre for Policy Alternatives, and Council of Canadians), to share our concerns with you regarding the fact that our fellow unionized siblings at Oxfam Canada have been on strike for over a month now and that you refused to allow CUPE National to cover the benefits plan for the duration of the strike, which is common practice in labour disputes.

We are extremely disappointed to learn that you are refusing to honour an existing right to a cost-of-living adjustment for workers that has been in place for over two decades in your collective agreement – a contract that has served as a leading standard for the non-profit sector.

Additionally, as allies in the movement against gender-based violence and for the advancement of sexual and reproductive health and rights, we were appalled to learn that you are refusing CUPE 2722 proposals for paid leave for survivors of sexual and gender-based violence and for those seeking gender-affirming care. We fail to understand how Oxfam Canada – typically a leader in the fight for greater sexual and reproductive rights in Canada and abroad – could say no to such provisions.

Lastly, we do not understand why you have not made any attempts to return to the bargaining table since June 8th, despite CUPE 2722's readiness to negotiate a fair deal. Staff in the non-profit sector are there because they are passionate about the goals of an organization and care about making positive change in the world. We're disappointed to learn that you as an employer do not value their expertise and passion as much as we do.

We urge you to get back to the table and negotiate a fair settlement quickly. These outstanding items align with Oxfam Canada's much-touted feminist principles, and any further delays on your end increases doubt around your sincerity in upholding these values.

Respectfully,
The Executive Board, Unifor 567