



May 27, 2024

Dear Sir or Madam,

I am reaching out to you today on behalf of over 9,000 dedicated border services, customs and immigration officers who work for the Canada Border Services Agency (CBSA) and ensure the safety of the public on a daily basis.

These workers are members of the Public Service Alliance of Canada (PSAC), one of Canada's largest unions. They protect Canada's borders and are responsible for the inspection and control of people, goods and services entering Canada. They deserve fair working conditions, but have been without a contract for more than two years because the government refuses to budge on several key issues.

Our members want parity with other law enforcement personnel across Canada, equitable retirement, better protections against harassment and discrimination, and a fair remote work policy for our non-uniformed members. These are not contentious issues. Our bargaining team simply wants to improve the collective agreement and working conditions to make CBSA a better place to work. Resolving these issues would go a long way towards making CBSA employees feel safe, appreciated and respected in their workplaces. Instead, CBSA is demanding concessions at the table, and we've reached an impasse.

**We are now at a critical stage. In preparation for possible escalation, we've been holding strike votes throughout May. 96% of our members voted in favour of strike action, should it be necessary. This could very well mean dramatic disruptions to the flow of goods, services and individuals entering Canada. In some cases, even leaving Canada.**

It is my sincere hope that PSAC and Treasury Board can reach an agreement that works for both parties; however, the distinct possibility of a labour disruption is on the horizon.

I'm writing you today because your business relies on the safe and efficient transmission of goods across the border — something our members are proudly responsible for. Your input matters to CBSA management. You don't want strike action any more than we do, so we need your support.

I urge you to call on Treasury Board President Anita Anand, Public Safety Minister Dominic LeBlanc and CBSA President Erin O'Gorman to negotiate a fair collective agreement to show these workers the respect they deserve and avoid border disruption.

I appreciate your time and look forward to your support. If you have any questions or concerns, I encourage you to contact me at [AylwardC@psac-afpc.com](mailto:AylwardC@psac-afpc.com) or 613-266-5948.

Sincerely,

A handwritten signature in black ink, appearing to be 'Chris Aylward', written over a horizontal line.

Chris Aylward  
National President