



**Welcome to  
Ontario's Professional  
Employees' Union.**

**AMAPCEO**  
ONTARIO'S PROFESSIONAL EMPLOYEES

ON THE COVER

## ◀ **Immaculate Nevis**

Clinical Epidemiologist, Health Quality Ontario

When you hear ‘healthcare innovations’, you might think of high-tech machines and cutting-edge advances.

Dr. Immaculate Nevis, Clinical Epidemiologist, helps assess which of these treatment options are safe and appropriate for use in Ontario.

In her role at Health Quality Ontario, Immaculate researches the impact of proposed healthcare innovations on the health of Ontarians and her work contributes to the recommendations made by HQO to government.

Immaculate and her colleagues not only focus on what technology can do, but also on strategies to ensure the patient experience is constantly improving. They help to build a public healthcare system in which everyone can receive treatment that is timely and effective.



# Dave Bulmer

PRESIDENT, AMAPCEO

Ontarians are proud of the public services that make a direct, positive difference in our lives every day. Our members, in turn, are proud to serve their fellow residents.

AMAPCEO has grown significantly since our founding 25 years ago, tripling our membership and enhancing our reputation. Our union is known as a strong but fair bargaining agent—committed to a problem-solving, interest-based approach to collective bargaining and dispute resolution. We’ve negotiated innovative contracts under Premiers from all three political parties without ever needing to resort to strike action.

Members like you plan and provide for the quality public services that Ontarians rely on each and every day. You’re the unsung heroes that help make the province work.

To do your job effectively, you require fair compensation and working conditions, respect for your expertise, job security, and a meaningful voice in workplace matters.

Everyone should have someone in their corner at work—and we’re proud that for our members, that’s AMAPCEO.

I encourage you to learn more about, and get involved in, your union. After all, we’re stronger together.

Please feel free to contact me at any time.

Dave Bulmer

President, AMAPCEO

[president@amapceo.on.ca](mailto:president@amapceo.on.ca)

# About your union

AMAPCEO is a member-driven union of professional employees, dedicated to providing outstanding representation and other services to our members. We protect members' rights, defend Ontario's public services, and advocate for better working conditions for everyone.

The majority of AMAPCEO members work for the Ontario Public Service. They work for the government in every ministry, as well as in a number of agencies, boards and commissions – in over 130 communities across the province and in eleven cities outside Canada.

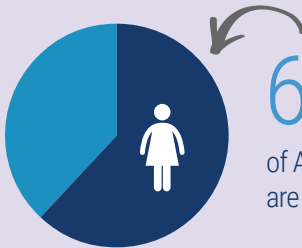
We also represent members in six broader public sector bargaining units outside the OPS:

- Two independent offices of the Legislative Assembly (Provincial Advocate for Children and Youth and the French Language Services Commissioner);
- Three independent crown agencies (Ontario Arts Council, Health Quality Ontario and Public Health Ontario); and
- Waypoint Centre for Mental Health Care, in Penetanguishene.

AMAPCEO members are educated, professional, and diverse. They are problem solvers who take pride in working hard and offering creative, evidence-based solutions to public policy issues. They are passionate about serving the public interest.



14,000+  
public professionals  
represented



62%  
of AMAPCEO members  
are women



7

AMAPCEO  
bargaining units



43

average age of  
AMAPCEO members



# Your voice at the table

Ontarians are proud of the public services that make a direct difference in our lives every day. You take care of Ontario through your work, but in order for you to do your best, it is important that you have fair working conditions, an employer who respects your expertise, job security, and a meaningful voice in your workplace environment.

## A legally-binding guarantee

Your Collective Agreement is a legally-binding contract that ensures your employer consults with you by working collaboratively to seek solutions on matters that affect the terms and conditions of your employment. It protects your wages, working conditions, job security, and more. Your Collective Agreement means that your workplace is governed with transparency and fairness.



*Find your Collective Agreement at  
[amapceo.on.ca/collective-agreements](http://amapceo.on.ca/collective-agreements)*

## How AMAPCEO can help

You are supported by a team of highly-skilled labour relations professionals, legal counsel, and a team of elected volunteer member representatives. Our aim is to defend your rights, protect Ontario's public services, and advocate for better working conditions. AMAPCEO works hard to ensure fairness at work. If you experience an issue in the workplace, we are here to help.



*Learn more about dispute resolution at  
[amapceo.on.ca/dispute-resolution](http://amapceo.on.ca/dispute-resolution)*



## Rawle Elliot

Children & Youth Advocate

Everyone wants the brightest future for all the youth of Ontario.

Rawle Elliott, Children & Youth Advocate with the Office of the Provincial Advocate for Children and Youth (OPACY), protects them.

Advocates like Rawle seek justice and fairness for our society's most vulnerable children and youth. Whether urging access to needed programs and services that are a right or influencing public policy to protect youth in the future, Rawle ensures the voices of marginalized youth get attention.



## Alison Griggs

Provincial Specialist, Employment Practices, Labour

You might be wondering what workplace legislation means for you. Alison helps everyone understand.

We don't know what the workplaces of the future will look like, but Alison Griggs, a Provincial Specialist in Employment Practices for the Ministry of Labour, is working to ensure they will be fair.

When legislation comes from the halls of Queen's Park, it consists of 'legalese'. Alison works on the operational policy to make sure the laws can be put into action. When bills are developed and amendments are made, Alison and her colleagues research how the policy can actually be implemented.

As a member of AMAPCEO, you have access to a broad range of resources and assistance regarding all aspects of your working conditions. We provide you with the information, process and people to settle your issues, complaints and formal disputes as quickly as possible. Your Collective Agreement is your starting point, as you determine what your rights are in the workplace.

## Getting help

Have a question about a workplace issue? AMAPCEO's Workplace Representatives are here to help. Workplace Representatives are trained volunteer colleagues who can confidentially assist you. They are your first point of contact and can help you determine if your workplace rights have been violated—and get you on the path to a fair resolution.



*Find a trained AMAPCEO Workplace Representative at [amapceo.on.ca/workplace-reps](http://amapceo.on.ca/workplace-reps)*

## Advocating for you and your family

AMAPCEO is dedicated to advocating for fair working conditions and benefits that make life better for you and your family. We promote equity in the workplace and beyond—engaging with the wider community to support important issues, from equal pay to anti-harassment, anti-oppression, and more. As a union, we are open and inclusive—we invite you and your family, friends, and allies to get involved in the causes that matter to us all.

# Get involved

There are a number of different ways you can get involved in your union, with opportunities for every level of time and commitment. We're stronger together.

## Attend AMAPCEO events

Your District will organize a number of events throughout the year. These are great ways meet fellow members, stay abreast of workplace concerns, and keep up with what's going on in your union. Check your personal email address for invitations.

## Volunteer with your union

From coordinating workplace bulletin boards, to organizing events, to serving as a Workplace Representative, to running for elected office, there's a role for everyone volunteering within your union.



*See volunteer opportunities at  
[amapceo.on.ca/volunteer](http://amapceo.on.ca/volunteer)*

## Education and training

We offer skills-based workshops, training, and conferences to our volunteers and members on a range of topics, including negotiations, equity, union rights, volunteer mobilization, and more.

By participating in our educational programming, you can develop a stronger voice in your workplace and advocate for fairness in a variety of areas.



*Learn more about our educational offerings at  
[amapceo.on.ca/learning](http://amapceo.on.ca/learning)*



## Adam Socha

Science Coordinator, Environment & Climate Change

You take a deep breath or turn on your faucet without a second thought.

That's because Adam, Science Coordinator, Laboratory Services, with Ontario's Ministry of Environment and Climate Change is working to keep our environment safe and clean for generations to come.

Whether it's the air we breathe, the soil our food grows in, or the water we drink, Adam helps measure the impact pollution has on our environment.

Adam ensures our province's laboratories are running efficiently and are tracking and fighting pollution head on. You feel the impact of Adam's 30 years as a public service professional with every breath you take.

# Building a modern labour movement

One of the myths you hear about unions is that unions are fine for blue-collar workers but have nothing to offer professionals or knowledge workers. Such statements are typically uttered without much in the way of evidence or explanation.

While the labour movement does have its roots in jobs based on physical labour, many knowledge workers now seek the benefits and protections of collective agreements—increasingly so, as we witness the growth of precarious (part-time and contract) work, shrinking public sector budgets, and demands that employees do more with less by working unpaid overtime and using technology to stay connected to work 24/7.

There are many kinds of workers who bargain collectively in Ontario, including physicians, nurses, teachers, university faculty, actors, lawyers, information technology professionals, engineers, police officers and firefighters. AMAPCEO represents over 14,000 public sector professionals, including policy analysts, economists, auditors, nursing supervisors, chaplains, administrative assistants, pharmacists and many more.

Unions help promote stability in the workplace, especially during changes in management or organizational restructuring, and actually assist in reducing workplace problems before they arise.

Collective agreements help both employees and management maintain a good working environment by codifying clear rules that everyone understands, thereby preventing favouritism and eliminating arbitrary decision-making.



## Sarah Hoy

Program Analyst

Children & Youth Services / Community & Social Services

Everyone deserves to participate – whether it's in school or on the playground.

As a Program Analyst with the Ministry of Children and Youth Services, Sarah Hoy manages data for resources and service system management that support the care for children and youth. Her expertise includes supporting agencies that offer rehabilitation services for children and youth with developmental disabilities, so they can have fun and experience childhood.

With competing priorities and budgetary constraints, Sarah and her colleagues help maintain and support high-impact programs to benefit as many children and youth as possible.



## Ed Pow

Communications Training Officer, Health & Long-Term Care

You call 911 in an emergency. Public servants like Ed Pow make sure someone answers.

During 16 years as an emergency medical dispatcher, Ed's professionalism helped assess situations and ensure that resources got to people in crisis as quickly as possible. Now, Ed works as a Communications Training Officer, travelling from busy urban centres to some of the most remote fly-in communities in the province, teaching new medical dispatchers how to keep their fellow Ontarians safe.

In over 30 years in the field and in the classroom, Ed has offered immeasurable protection to both civilians and his own students.

# What membership means

If you're in an AMAPCEO position, your union will represent you no matter what.

While membership dues are deducted by your employer from your pay, you are not automatically a signed member of AMAPCEO. Under our Constitution, we distinguish between being a member of your bargaining unit (which is compulsory), and active, signed membership in our union, which is voluntary.

Signed members have the opportunity to vote in elections, serve as a representative, run for a leadership position, or participate in union training. You can even save big through discounts on products and services through our affinity program ServicePlus.

|                                                        | Member | Signed Member |
|--------------------------------------------------------|--------|---------------|
| Protections under your Collective Agreement            | ✓      | ✓             |
| Access to assistance for issues in your workplace      | ✓      | ✓             |
| Voting rights in AMAPCEO elections                     |        | ✓             |
| Volunteer opportunities                                |        | ✓             |
| Education and training opportunities                   |        | ✓             |
| Access to Members-Only section of AMAPCEO website      |        | ✓             |
| Discounts on products and services through ServicePlus |        | ✓             |
| Stronger representation for your District              |        | ✓             |



Join as a signed member for free at [amapceo.on.ca/signup](http://amapceo.on.ca/signup)

# AMAPCEO

ONTARIO'S PROFESSIONAL EMPLOYEES

With more than 14,000 members, AMAPCEO is the second-largest union representing professional employees in the Ontario Public Service. We also represent professionals in six public sector agencies.

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[amapceo.ca](http://amapceo.ca)