



unifor

Ontario Regional Council

**ORC PROPOSED BYLAW
AMENDMENTS AND
GENERAL RESOLUTIONS**

2025

Bylaw Amendment Proposal 1

Unifor Ontario Regional Council will:

Change By-Laws Article 6, paragraph 7 to read as follows:

7. Notice of election for Standing Committees will be given to the Local Unions no later than six weeks prior to a meeting of the Regional Council. **Locals will be notified of any additional vacancies as they occur after the six week notice.**

Because:

- Advance notice fosters democratic participation in elections, and;
- ORC endeavours to uphold inclusivity and a high standard of transparency for any and all elections.

Respectfully Submitted By:
Ontario Regional Council Executive

Bylaw Amendment Proposal 2

Unifor Ontario Regional Council will:

Change By-Laws Article 8, paragraph 3 to read as follows:

3. The income of the Regional Council shall consist of per capita dues payment as set out in the Unifor Constitution, or contributions from the National Union and Local Unions.

Because:

- Clarifying the source of funding for the Ontario Regional Council is integral to transparency, and;
- The ORC does not receive income from other sources, including from meetings, events or campaigns.

Respectfully Submitted By:
Ontario Regional Council Executive

Bylaw Amendment Proposal 3

Unifor Ontario Regional Council will:

Change By-Laws Article 8, paragraph 4 to read as follows:

4. Expenses for Regional Council delegates to the Canadian Council as provided for in the Unifor Constitution Article 9, Paragraph 9, or representatives to other approved events shall be paid from the funds of the Regional Council. These expenses include transportation, accommodation, per diems, and applicable lost time wages. Lost time wages shall not be paid for days off. **All invoices will be sent to the Ontario Regional Council Secretary-Treasurer, Ontario Regional Council Chair and Ontario Regional Director.**

Because:

- A streamlined process for Council finances ensures equality, transparency and efficiency, and;
- The Council and the National Union undertake extensive financial record keeping for future audit compliance.

Respectfully Submitted By:
Ontario Regional Council Executive

Bylaw Amendment Proposal 4

Unifor Ontario Regional Council will:

Change By-Laws Article 8, paragraph 6 to read as follows:

6. The Regional Council Chairperson, **the Regional Council Secretary-Treasurer or the Ontario Regional Director** may authorize an expenditure of up to \$5,000 for Regional Council matters of an urgent nature. The expenditure will be reported to the next meeting of the Executive Committee.

Because:

- The Regional Council Secretary-Treasurer and Ontario Regional Director, democratically elected by their peers, are entrusted to carry our financial transactions that may benefit the council, and;
- To allow for increased efficiency and a reduction in delays.

Respectfully Submitted By:
Ontario Regional Council Executive

General Resolution 1

Unifor Ontario Regional Council will:

Initiate a campaign and lobby provincial and federal governments for increased capital funding for public transit to ensure sustainable growth, reliable service and continued employment opportunities for our members.

Because:

- Municipally owned and operated transit is a vital public service that supports communities, drives economic growth and advances a green economy.
- Public transit provides tens of thousands of high-quality Union jobs in Ontario, including thousands of Unifor members.
- Municipalities do not have the financial capability to expand public transit services without sufficient capital funding from the provincial and federal governments for transit infrastructure, facilities and buses.
- Expanding transit services creates additional employment opportunities in the transit industry, including at Unifor-represented workplaces.

Respectfully Submitted By:
Local 222

General Resolution 2

Unifor Ontario Regional Council will:

1. Establish a taskforce consisting of members from the ORC Political Action Committee, and Ontario locals in developing a comprehensive campaign to pressure the provincial government to pass anti-scab legislation.
2. Cover all lost time and expenses for members and committee to lobby the provincial government at Queen's park, and all other initiatives.
3. Provide training for all members involved in the campaign.
4. Allocate funding for lobbying activities and campaign initiatives.
5. Launch a social media campaign, and a letter-writing initiative to mobilize members and supporters.
6. Increase awareness in communities and workplaces by producing posters, coordinated email campaigns to MPP's and other outreach materials.
7. Implement this within two (2) months of passing.

Because:

- There has been a significant increase in the number and duration of strikes across Ontario.
- Unifor Local 240 has experienced two strikes in which employers used scab labour.
- Striking members have been forced to watch replacement workers perform duties while they stand on the picket line.
- Employers use scab labour to undermine the bargaining process and to starve workers out, removing any pressure to reach a fair agreement.
- The absence of anti-scab legislation in Ontario gives employers less incentive to negotiate equitable contracts with unionized workers.

Respectfully Submitted By:
Local 240

General Resolution 3

Unifor Ontario Regional Council will:

1. Reject legislative attacks on the right to protest as proposed across Ontario municipalities by any level of government.
2. Provide financial resources to campaigns led by labour and community allies to fight back against measures intended to curtail Charter-protected rights.
3. Publicly reject rising hate, discrimination, and anti-immigrant sentiment in Ontario communities.

Because:

- Proposed bylaws are being challenged by the Canadian Centre for Civil Liberties.
- Proposed bylaws, and those already in place, infringe upon freedom of expression, freedom of peaceful assembly, and freedom of association.
- Labour unions are vital allies for justice in workplaces and in the wider communities that union members are a part of.
- Hate has no place in our workplaces and communities.
- Protest is a fundamental component of healthy democratic societies.

Respectfully Submitted By:
Local 2025

General Resolution 4

Unifor Ontario Regional Council will:

1. Establish a taskforce consisting of members from the ORC EFAP Committee, the Research Department and local union representatives to investigate and document the impact of mental illness and addiction on members and their families.
2. Develop a strategy and provide training for representatives to better understand the needs of workers experiencing mental illness and /or addiction, as well as the needs of the affected family members who are also part of our union.
3. Deliver training and implement lobbying strategies targeting all levels of government to advocate for more accessible mental health and addiction resources, as well as increased supports for families navigating the barriers and complexities of advocating for their loved ones.
4. Allocate dedicated funding towards this initiative outlined in this resolution.
5. Launch a social media campaign, and a letter-writing initiative to mobilize members and allies in support of greater mental health and addiction resources.
6. Increase public and workplace awareness by producing posters, aimed at reducing stigma and strengthening support for affected members.
7. Begin this initiative within ninety (90) days of passing.

Because:

- Unifor members across Ontario are often suffering in silence while navigating the impact of their own or their loved one's mental illness and addiction.
- The ongoing drug epidemic continues to affect Unifor members, sometimes resulting in discipline or other workplace consequences due to the challenges associated with substance use and mental health struggles of their own or their loved one.
- Individuals experiencing mental illness and addiction continue to face significant stigma, and family members, many of whom are Unifor members, also experience the stigma, shame and isolation.

- Unifor must have a strong and informed voice with policymakers to address the effects that mental illness and addiction are having on both workers and workplaces across Ontario.

Respectfully Submitted By:
Local 240

General Resolution 5

Unifor Ontario Regional Council will:

1. Establish a taskforce consisting of members from the ORC Women's Committee, and Locals across Ontario to develop a comprehensive campaign to urge the provincial government to declare intimate partner violence as an epidemic.
2. Cover all lost time and expenses for members and committees to lobby the provincial government at Queen's park, and to participate in all other related initiatives.
3. Provide training for all members involved in the campaign to ensure effective advocacy and mobilization.
4. Allocate funding up to for lobbying activities, training, and all campaign related initiatives and Bill 55.
5. Launch a coordinated social media campaign, and a letter-writing initiative to mobilize members, allies and the public.
6. Increase awareness in communities and workplaces by producing posters, coordinated email campaigns to MPP's and other outreach materials.
7. Implement this plan within three (3) months of the resolution's passing.

Because:

- Intimate Partner Violence (IPV) continues to take the lives of women at an alarming rate.
- Unifor Local 240 represents members who are directly affected by IPV.
- The Windsor community recently experienced fatal IPV incident.
- Many people experiencing IPV, suffer in silence because they do not feel safe or supported..
- The provincial government has the power to declare IPV an epidemic and take immediate action reduce risk.
- The government's lack of urgency is resulting in preventable death of women across Ontario.

Respectfully Submitted By:
Local 240

General Resolution 6

Unifor Ontario Regional Council will:

1. Fight for much stronger rent control and tenant protection legislation in Ontario;
2. Fight for a dramatic increase in funding for social housing, specifically for publicly-funded and publicly-managed social housing that is genuinely affordable for ordinary workers and those on social assistance or income-support programs.

Because:

- Federal and provincial governments have dramatically cut the supply of publicly-funded and publicly-delivered social housing that is genuinely affordable for ordinary workers;
- Because rent control & tenant protection laws are inadequate and have been eroded by successive governments and aggressive corporations lobbying for loopholes;
- Corporations, by definition, need to make a profit and will therefore never provide genuinely affordable housing on the scale necessary to alleviate the crisis;
- Giving public land to private developers and expecting them to provide deeply affordable housing will not address the housing crisis, but will deplete the amount of public land available to future generations; and
- Because public-private partnerships have been proven to be less efficient and more costly than publicly-delivered services.

Respectfully Submitted By:
Local 2003E

General Resolution 7

Unifor Ontario Regional Council will:

1. Organize to stop wage theft federally and provincially;
2. Put forward *Canada Labour Code* and *Ontario Employment Standards Act* amendments to: close loopholes that allow employers to engage in wage theft or evade their responsibilities through sub-contracting and franchises; protect workers from being fired when they try to enforce workplace rights; and stop employers from misclassifying workers;
3. Fight for better enforcement of federal and Ontario laws by demanding pro-active inspections and third-party complaints, adequate public staffing for enforcement and meaningful fines for employers who break the law.

Because:

- Wage theft is widespread in Canada and Ontario, including among airline workers, truck drivers, delivery workers, security guards, cleaners and more.
- Wage theft comes in many forms, including misclassifying workers as independent contractors, rather than employees, not paying workers for all the hours they work, failing to pay over-time or holiday pay or making illegal deductions.
- Many companies profit from wage theft because federal and provincial laws are inadequate, existing laws are not properly enforced and workers without unions lack the necessary protections to enforce their rights without reprisals.
- Depriving workers of their rightfully-earned wages harms workers, their families and the local economy.
- Data shows Ontario workers are owed almost \$200 million in stolen wages.

Respectfully Submitted By:
Local 2003E

General Resolution 8

Unifor Ontario Regional Council will:

1. Provide access to the necessary support and resource for locals to develop strategies that prohibit employers from disciplining Unifor members for AI-generated phishing emails beyond the control of workers;
2. Request all Unifor locals across Ontario submit information regarding AI related impacts and phishing-related issues occurring in their workplaces, including any resulting in discipline;
3. Distribute a survey to all local presidents across Ontario to identify any and all impacts that AI has on our work;
4. Utilize the Research Department to establish best practices in addressing these disciplines, the impact of the work being done by AI and the broader impact of AI driven work processes on our members;
5. Develop model collective agreement language to support bargaining committees in negotiating protections against employers' misuse of AI systems and cybersecurity related disciplinary measures.

Because:

- There has been a significant increase in employer-initiated discipline and workplace policies that unfairly place the burden on members who are simply performing their jobs.
- Employers are increasingly using technology and AI driven systems to increase profits while workers experience negative consequences, including errors, surveillance and system triggered discipline as workplaces become more digitalized.
- ORC must take a collective, coordinated approach to addressing the harmful effects of AI and phishing related employer actions in workplaces across the province.

Respectfully Submitted By:
Local 240