



CONVENTION  
CONGRÈS 2019

# RESOLUTIONS AND CONSTITUTIONAL AMENDMENTS

**WHATEVER  
IT TAKES**

# RESOLUTIONS

## Resolution - R-1

### Establish an Injured Workers Department

#### UNIFOR NATIONAL WILL:

1. Establish an Injured Workers Department.
2. Staff the Injured Workers Department with experienced and competent personnel to assist Members and Members Representatives with workplace injury claims.
3. Provide aid and representation to Members with their injury claims before Provincial Worker Safety Boards or entities.
4. The primary function of the Injured Workers Department will be assisting Members and Locals without existing Injured Worker Representatives.
5. Inform all members of available services.

#### BECAUSE:

- Members injured at work rely on Union assistance.
- Members injured at work are often distraught and vulnerable.
- Members injured at work face financial hardship.
- Members can be taken advantage of by Employers with significant resources and experience challenging injury claims.
- Unions have an obligation to represent and protect their injured Members.
- Provincial Workplace Insurance entities are evermore complex and quasi-legal in nature.
- Members deserve competent and experienced representation.

**Submitted by Local 100 - Lodge 110 Toronto**

## Resolution - R-2

### Fight for Equal Wages

#### UNIFOR NATIONAL WILL:

1. Fight for legislation that bans wage, benefit and pension inequality based on length of employment.
2. Bargain for the fundamental union principle of equal pay, benefits and pensions for workers who perform the same work. We will aim to return to the standard achieved in our collective agreements that provided for equal pay at the end of a probationary period, or as soon as a worker is capable of doing the job.
3. Where we are unable to achieve equal pay, benefits and pensions on the completion of a probationary period, any grow-in must achieve equality within the life of the collective agreement.

#### BECAUSE:

- Unequal wages and benefits create division amongst workers and weaken the union.
- Lowers wages and benefits and inferior pensions for newly-hired workers sacrifice future generations and lead to a permanent lowering of wage and benefit levels.
- The labour movement in Québec has already won legislation that bans lower wages and inferior pensions based on lengthy of employment.
- Grow-in periods in some contracts are now longer than 10 years—more than the life of two contracts.

**Submitted by Local 222**

## Resolution - R-3

### Migrant Rights

#### UNIFOR NATIONAL WILL:

1. Develop campaign materials to encourage locals to adopt an anti-racism program and work in solidarity with migrant workers.
2. Organize educational events on anti-racism, immigrant rights and migrant solidarity for members.
3. Support the #UniteAgainstRacism campaign and migrant justice as key themes for Labour Day 2019 activities.
4. Write a letter of solidarity to the Migrant Rights Network with a \$15,000 donation.

#### BECAUSE:

- we know that employers use different immigration categories to pit workers against each other thanks to provincial and federal policies and laws that allow employers to exploit migrants and refugees
- migrant women and racialized workers are those most likely to be at risk of abuse, harassment and exploitation at the hands of employers and have their rights denied and work devalued
- anti-immigrant, Islamophobic, and other racist nationalist groups are organizing in our communities and spreading hatred and fear against racialized people and migrant workers
- many people have been forced to migrate in order to escape poverty, climate change, war, persecution and economic exploitation
- working people in Canada have far more to gain by being united

**Submitted By Local 222**

## Resolution - R-4

### Migrant Rights

#### UNIFOR NATIONAL WILL:

1. Support the position that the federal government should:
  - a. Grant all migrants (including international students, refugees, temporary foreign workers, undocumented) permanent residency status and grant permanent residency on arrival to those that come in the future and end detentions and deportations,
  - b. Ensure migrants, and all workers, have full access to social entitlements (including employment insurance, CPP, healthcare, settlement services, etc); and ensure genuine enforcement of labour standards and basic human rights,
  - c. Ensure decent work, fair wages, all labour protections including open and non time-limited work permits for all workers, including migrants and refugees,
  - d. End discrimination against and criminalization of migrants, refugees and racialized people and ensure gender justice and Indigenous self-determination.
2. Develop campaign materials to encourage locals to adopt an anti-racism program and work in solidarity with migrant workers, including:
  - a. Organize educational events on anti-racism, immigrant rights and migrant solidarity for members,
  - b. Develop and distribute anti-racist and solidarity materials to members,
  - c. Support the #UniteAgainstRacism campaign and migrant justice as key themes for Labour Day 2019 activities;
3. Write a letter of solidarity to the Migrant Rights Network and make a \$15,000 donation to support the work of the network.

#### BECAUSE:

- We know that employers use different immigration categories to pit workers against each other,
- Provincial and federal policies and laws that are in effect today give power to employers to exploit migrants and refugees,
- Respect for human and labour rights, permanent resident status and full access to services for migrants will ensure raise the bar for all workers,

- Women and racialized people's work is systematically devalued, and it's primarily those migrant workers who are denied the most rights,
- Migrant women and racialized workers are those most likely to be at risk of abuse, harassment and exploitation at the hands of employers and have their rights denied and work devalued,
- Anti-immigrant, Islamophobic, and other racist nationalist groups are organizing in our communities and spreading hatred and fear against racialized people and migrant workers,
- Many people have been forced to migrate in order to escape poverty, climate change, war, persecution and economic exploitation,
- Migrant workers have been organizing for justice for many years, and
- Working people in Canada have far more to gain by being united and not divided.

**Submitted by Locals 1106, 6004 and 6006**

## Resolution - R-5

### Workers' Green New Deal

#### UNIFOR NATIONAL WILL:

1. Campaign nationally, provincially and locally to support a Workers' Green New Deal, defined as "a massive government jobs program and investment in clean energy, green technology and electrification." A Workers' Green New Deal must include just transition protection for workers whose jobs are affected and fair labour standards.

#### BECAUSE:

- This program meets the needs of and has the potential to unite the labour movement, environmentalists and all those who have been the victims of inequality, discrimination, racism and now, climate change.
- Government action including public ownership of key manufacturing and resource sectors is the only way to protect manufacturing capacity and jobs for now and the future.
- Protecting humanity from climate catastrophe can unify the political forces needed to meet labour's demands for jobs, union rights, economic security, full employment and worker empowerment.
- Because there is public support for bold programs like this, as shown by the April 2019 Abacus Data poll that found 61% of Canadians support a Green New Deal. Support increased to 66% when it was coupled with requiring corporations and the wealthy to pay higher taxes to fund it.

**Submitted by Local 222**



## Resolution - R-6

### Re-affiliate to CLC

#### UNIFOR NATIONAL WILL:

1. Immediately re-affiliate to the Canadian Labour Congress, all Provincial and Territorial Federations of Labour and all Labour Councils.

#### BECAUSE:

- The goals of the working class can only be achieved through militant, united struggle and this is best achieved through a united labour movement.
- Workers are under sustained attack by corporations and governments that serve corporate interests. The utmost unity is required to defend workers' interests and Unifor's absence from Canada's house of labour harms that unity.
- The CLC, Federations of Labour and Labour Councils need resources for the many campaigns that are underway to protect and expand workers' healthcare, education, collective bargaining rights, pensions and to provide a just transition to a sustainable economy for the future. Unifor should be contributing to those resources in full measure.

**Submitted by Local 222**

## Resolution - R-7

### Negotiate new agreements within first 12 months

#### UNIFOR NATIONAL WILL:

1. Assign senior representatives of Unifor to bargain first collective agreements, to ensure that the bargaining takes place within the first 12 months of accreditation of the new group and that the representative will be released from some of these groups in order to be assigned to this initial bargaining process, and that substitute representatives will be hired to provide the services for the representative assigned to the new accreditation

#### BECAUSE:

- Recruitment ensures the future and permanence of our union to keep strong and united;
- Unifor is constantly evolving and recruits many members from across the country, and we must ensure that when accreditation is acquired, the bargaining process for the first collective agreement occurs within a 12-month time-frame in order to make sure that the group does not come back during the open period prior to implementation of the first collective agreement;
- The directives must be clear and precise in all four (4) regions of Canada, to ensure that the first collective agreements are bargained within a 12-month time-frame and that the expenses of the negotiators involved in bargaining a first collective agreement are paid for by the National Union's recruitment fund.

**Submitted by Local 299**

**Resolution - R-8**

**Respecting both languages in all Unifor Communication**

**UNIFOR NATIONAL WILL:**

1. Take every step possible to ensure that all written communication sent by email or by post is in Canada's two official languages.

**BECAUSE:**

- Unifor the Union provides simultaneous translation during its meetings so that all members receive the same information simultaneously;
- Unifor, in its email messages, does not always respect the fact that correspondence must be provided in both official languages, and should ensure that all written communication involving its members be provided, mandatorily, in Canada's two official languages, English and French.

**Submitted by Local 299**

## Resolution - R-9

### Respect for French Language in Quebec

#### UNIFOR NATIONAL WILL:

1. Ensure that all future communications transmitted in Quebec be written in the province's official language of French,
2. Ensure that the French language take precedence over English in all bilingual communications transmitted in Quebec.

#### BECAUSE:

- Unifor represents 310,000 members across the country,
- Unifor Quebec represents 55,000 of these members across the province,
- Quebec is distinct by virtue of its language,
- Unifor Quebec does everything in its power to ensure respect for Quebec's distinct character at all levels of the organization,
- Article 26 of Unifor's Constitution stipulates the following:  
*"English and French shall be the official languages of Unifor at Convention and national conferences. The Constitution and other documents of the National Union shall be printed in both languages. Services to Local Unions from national headquarters shall be in the official language of their choice".*

**Submitted by Local 8284**

## Resolution - R-10

### Pattern Bargaining Expenses

#### UNIFOR NATIONAL WILL:

1. During pattern bargaining, the expenses incurred by the members of the bargaining units of each local that forms the target group, will be paid for in full by all of the locals affected by this pattern bargaining.
2. Expenses will include travel, per diem, accommodation (single occupancy), as well as lost wages, based on Unifor's reimbursement policies.

#### BECAUSE:

- The renewal of a collective agreement is an expensive exercise for the locals chosen to bargain with targeted employers in order to conclude a labour contract that will apply to all members of a given sector,
- The goal of pattern bargaining with a targeted employer in a given sector is to maintain and improve the wages and working conditions of all our colleagues, with the sole purpose of establishing equity among all employers in this sector,
- The locals chosen to compose the target groups have experienced a significant drop in their membership over the last few years, primarily due to department and plant closures,
- All of the expenses incurred, such as travel, accommodation, meals (per diem) during the renewal of pattern agreements have become increasingly difficult and onerous for the locals concerned,
- The wages and benefits of the members, and those of the executives involved, compound the previously stated costs,
- Pattern bargaining can prove to be a very long process that lasts days or weeks,
- The outcome of pattern bargaining with the target employer will be applied by Unifor, to the entire activity sector, and with all other employers.

**Submitted by Local 375**

## Resolution - R-11

### LGBTQ Refugees

#### UNIFOR NATIONAL WILL:

1. Increase its direct financial support to organizations supporting LGBTQ refugees; and
2. Encourage all Unifor Local Unions to assist in this effort, through monetary donations, education, and volunteer support, and
3. Acknowledge that the needs of LGBTQ refugees include safe immigration as well as support for refugees living in camps who face violence and discrimination.

#### BECAUSE:

- Unifor is committed to social justice in Canada and around the world; and
- Worldwide, 13 jurisdictions have the death penalty on the books for consensual same-sex sexual activity. At least 8 of these implement the death penalty, including Iran, Saudi Arabia, Yemen and Sudan. Parts of Nigeria and Somalia also apply the death penalty for consensual LGBTQ relationships; and
- At least 73 countries still have national laws criminalizing same-sex relations between consenting adults; and
- Increasingly, right-wing governments and politicians are singling out the LGBTQ community to divide people and take power; and
- LGBTQ refugees say they face hostility and violence in refugee camps because other refugees and governments believe that homosexuality is wrong and queer and trans people should be punished.

**Submitted by Locals 433 and 2002**

## Resolution - R-12

### Child Care and Paid Family Days

#### UNIFOR NATIONAL WILL:

1. Develop ideal contract language to support members with children concerning paid family days and ideal accommodation language for members with family responsibilities, and
2. Advocate for the development of childcare programs in workplaces to create affordable childcare spaces, and
3. Educate and promote childcare legislation nationally, distribute the developed contact language to the locals as well as educate them on the importance of bargaining language to support members who struggle to meet childcare needs.

#### BECAUSE:

- Women have a lower earning potential in Canada due to a wage inequality of approximately 13% according to stats Canada, and more so for mothers, partly due to working less paid hours to take care of family responsibilities related to caring for children.
- When parents have to take paid sick days to care for a sick child, they have less available to use when they themselves are sick and have no choice but to work sick or take unpaid time off.
- When a child is sick, outside childcare is not an option as sick children are not permitted at most childcare facilities.
- Childcare supports give parents the freedom to work, increasing their earning potential, giving parents added support which increases the chances children can be freed from a life living in poverty.

**Submitted by Local 433**

## Resolution - R-13

### Child Care

#### UNIFOR NATIONAL WILL:

1. Encourage its members to sign up and participate in advocacy campaigns developed by Child Care Now (formerly known as the Child Care Advocacy Association of Canada),
2. Donate \$25,000 to the Child Care Advocacy Association of Canada in support of the Child Care Now's campaign efforts,
3. Encourage Unifor locals to make a financial contribution to the Child Care Advocacy Association of Canada in support of the Child Care Now's campaign efforts.

#### BECAUSE:

- Last year at Canadian Council, Unifor National, its regional offices and affiliated locals, generously pledged to donate \$55,000 to the Child Care Now Campaign,
- Quality child care services are too often unavailable and unaffordable to families in Canada, including to Unifor members,
- Profiling child care as an issue is all the more important this year as it is an election year, with Canadians going to the polls on October 21, 2019,
- Child Care Now is a national membership-based, regionally-representative, non-profit organization dedicated to advocating for a publicly funded, inclusive, quality, non-profit child care system.

**Submitted by Local 4501**



## Resolution - R-14

### Fighting for Full-Time Jobs in Retail

#### UNIFOR NATIONAL WILL:

1. Resist and reverse Loblaws' decision to eliminate up to 70 full-time supermarket jobs in Newfoundland & Labrador, including through direct action;
2. Undertake a campaign to highlight the misuse and exploitation of involuntary part-time workers at Loblaws, and across the retail sector;
3. Demand full-time job creation as a top bargaining priority for Unifor in the retail sector; and
4. Examine potential legislative changes requiring retail employers to create full-time jobs, and limit the misuse of part-time workers.

#### BECAUSE:

- In 2019, Loblaws announced a national restructuring of its store operations, further reducing the number of full-time staff, including at Dominion Stores in Newfoundland & Labrador;
- Retail sales clerk is the most common occupation for workers in Canada (jobs disproportionately held by women as well as young workers). Yet, front-line retail work is predominately part-time and precarious. In supermarkets, for instance, at least 80 percent of Unifor members are classified as part-time, in any given store;
- It is common for supermarket employers to reduce higher-wage full-time workers with lower-wage part-time workers — and then require part-time workers to carry out full-time responsibilities.
- There are no laws in place that require retail employers to create full-time jobs, when full-time work is available.

Submitted by Local 597

**Resolution - R-15**

**Workers' Rights and Scab Labour**

**UNIFOR NATIONAL WILL:**

1. Develop with the Quebec and regional councils, a list of demands to improve workers' rights in every jurisdiction of Canada;
2. This includes a campaign against the use of scab labour

**BECAUSE:**

- Employers across Canada continue to use scab labour to break strikes or prolong lockouts,
- Unifor took a bold stand against the use of scab labour in Goderich, Thunder Bay and Gander,
- Provincial and federal labour laws need to be strengthened in order to protect workers' Constitutional right to a union and to fair and free collective bargaining,
- Unifor has an active campaign to improve workers' rights in a number of provinces, and
- We have made good gains recently in BC.

**Submitted by Local 597**

## Resolution - R-16

### Disassociate from Canadian Coalition for Gun Control

#### UNIFOR NATIONAL WILL:

1. Disassociate itself with the Canadian Coalition for Gun Control and request that it support a mental health group that focuses on suicide and depression instead.

#### BECAUSE:

- Unifor has been affiliated with the Canadian Coalition for Gun Control, a group that is campaigning the federal government for firearm bans.
- The campaign to ban Handguns and “assault rifles” (semi-autos) threatens to undermine a large part of our Northern Ontario culture, and personally affect the property rights of individuals in this Local. Any hunter using a semi-automatic firearm, or target shooter with a restricted firearms license is likely to be affected if this campaign succeeds, and it is being supported by our union.
- The Canadian Coalition for Gun Control does not limit its advocacy to criminals with firearms, it implicates regular firearms owners such as ourselves, and seeks to punish us for the actions of criminals who don't get their guns legally, as well as the actions of those who have had mental health episodes related to firearms.
- Many of the men and women in Mine Mill Local 598 are peaceful and law abiding hunters and sport shooters, and 601
- Gun control does not have anything to do with representation for workers rights, and
- The application of a ban would directly affect the lives of many local members.
- This will have a much larger impact on firearm deaths in Canada rather than the campaign to tighten firearms laws on our most law abiding citizens, and will better contribute to the wellbeing of society.

**Submitted by Local 598**

## Resolution - R-17

### Forestry

#### UNIFOR NATIONAL WILL:

1. Build and deploy a national campaign to promote and build the forestry sector in Canada, which will include:
  - a. Federal, provincial and municipal demands to improve the longevity and health of the forestry sector across Canada
  - b. Research documents to show the long-term sustainability and best practices for environmental standards in the industry
  - c. Membership education materials on the forestry sector and the products made by Unifor members in Canada
  - d. Public materials demonstrating and promoting the value and importance of forest products and good jobs in the forest sector
2. Develop a template resolution for municipal councils supporting the forest industry, and
3. Ask local unions to support the campaign and be encouraged to pressure municipal governments to adopt the resolution in favor of the forest industry.

#### BECAUSE:

- Canada's vital forestry sector faces enormous challenges on many fronts threatening thousands of good jobs, many at the very heart of countless rural forest-dependent communities.
- Unifor represents 25,000 members in the forestry sector across the country.
- Forestry is directly responsible for more than 280,000 jobs in Canada, produces over \$60 billion worth of products per year and is the country's third-largest exporter.
- Forestry is increasingly recognized around the world as a sustainable and renewable industry which is part of the solution to climate change.
- Forestry can have a bright future, with smart policies, investment and active government measures.

**Submitted by Local 601-N**

## Resolution - R-18

### Industry Contract Databases

#### UNIFOR NATIONAL WILL:

1. In conjunction and partnership with the Regional and Industrial Councils, direct, acquire, and allocate the necessary resources to compile, create, and maintain a digital [PDF] Industry Contract Database for each Industry Council.
2. Include active collective agreements of every Local or Bargaining Unit within an Industry; a searchable Directory of subject search word/phrases applicable to each Industry to locate and compare exemplar language across all Active Collective Agreements; and an archive of inactive Contract Databases for labour research purposes,
3. Update the Industry Contract Databases tri-annually, making them available to the Local/Bargaining Unit leadership and Union Representatives sixty [60] days prior to every National Convention.
4. Archive inactive industry contract databases for research purposes of Unifor and researchers authorized by Unifor.
5. Have the first Industry Contract Databases for every Industry Council, ready for use 60 days prior to the 2022 National Convention.

#### BECAUSE:

- The Industry Contract Databases allow for the creation of a more tailored basic template for a Collective Agreement for a brand-new local or bargaining unit's first Collective Agreement that is industry specific for organizers to use.
- An Industry Contract Database presents new and existing locals and bargaining units an opportunity to see what other locals and bargaining units have bargained to illustrate what is possible.
- An Industry Contract Database documents the various solutions currently that exist in dealing with industry specific issues that have been negotiated in other collective agreements.
- An Industry Contract Database lists contacts, local presidents, bargaining unit chairs, negotiating committee members, and Unifor National Representatives, that can be reached out to for guidance and insight on what it took to get the language they negotiated in their collective agreements along with any hindsight advice their experience may offer.
- An Industry Contract Database allows existing bargaining committee members the opportunity to formulate their own language to address issues in their local based on already existing language, to avoid wasting time on "re-inventing the wheel".

- An Industry Contract Database refutes any argument management may present suggesting that something cannot be done because its “never” been done before.
- An Industry Contract Database allows locals to seek out new avenues that can be explored in negotiating and most importantly share that knowledge.
- An Industry Contract Database can be a key benefit tool that is available to perspective new locals and bargaining units once they are Unifor members.
- Unifor’s very size allows an opportunity to pattern bargain not just at the area or regional levels, but at a national level. Industry Contract Databases will allow Negotiating Committees to pattern bargain using exemplar language from coast to coast to coast.
- Knowledge is power, and Unifor’s greatest asset is it very size and access to the knowledge contained within all its Collective Agreements when negotiating with Management who will often work cooperatively to stall or prevent nation wide labour advancements.
- The access to and use of Industry Contract Databases will allow and promote best practices to lift up all Locals and Bargaining units with greater success and faster results in every industry. Especially for those Locals/Bargaining Units that are unable to attend, regardless of the reason, large scale Unifor Events to personally network to access this type of information.
- Unifor’s very size will, through Contract Databases, give us an unprecedented opportunity to advance the trade unionist objectives in a way no other National Union has or can; making Unifor not only a leader of Trade Unionism in Canada but globally

**The purpose of these Industry Contract Databases is NOT:**

- 1) To establish absolute or minimum standards that must be attained in any collective bargaining.
- 2) To limit or prevent any local from bargaining any language covering any issue not specifically listed within the industry contract databases.
- 3) To require any local or bargaining unit to use the exact or even similar language that is listed within the industry contract databases.
- 4) To work towards some kind of single universal standard collective agreement for any Industry.

**Submitted by Local 650**

## Resolution - R-19

### Automatic Dues Check-Off

#### UNIFOR NATIONAL WILL:

1. Call upon all bargaining committees to negotiate voluntary automatic dues check off “at the source” for all Retirees and to require that all Companies be required to furnish the Local Union Office with updated lists of all Retirees.

#### BECAUSE:

- Retirement is not and should not be the end of union activity for Unifor members and many retired workers have proven to be a very important part of Unifor’s political and community activities,
- Many retirees do not pay dues but reap all the benefits of their union membership,
- Many area councils and local unions, due to a shortage of funds, find it difficult to participate in these activities.

**Submitted by Local 673 and 1459 Retired Worker Chapters**

## Resolution - R-20

### Strategy against Anti-Fascism

#### UNIFOR NATIONAL WILL:

1. Develop a specific strategy to counter the rise of fascism in Canada, and that this strategy include tools and resources for local unions and Unifor activists.
2. Encourage local unions to support anti-fascist activity in their communities when they occur.

#### BECAUSE:

- Unifor believes in building worker power in all spheres of society,
- Some right-wing political forces that have gained momentum and power use racism, xenophobia, sexism and other types of oppression to divide working people and implement an agenda that harms workers,
- Unifor must take actions so that working people remain united against employers and rich corporate elites who run the world to favour their own advancement.

**Submitted by Local 673**



## Resolution - R-21

### Energy

#### UNIFOR NATIONAL WILL:

1. Launch and promote a nationally-coordinated awareness and action campaign that will include:
  - a. Awareness materials to the attention of Unifor members explaining the idea of just transition and how it can apply to workers in Canada today to build a more sustainable, fair future for working people with workers at the table when planning for a Just Transition to a regenerative economy.
  - b. A call to all levels of governments to:
    - i. support strategic investments in infrastructure,
    - ii. A recognition of climate change needs and a commitment to meeting international greenhouse gas emission reduction targets,
    - iii. A national strategy on Just Transition for workers
  - c. Unifor's inaugural Just Transition Conference scheduled for September, 2019 in Saskatoon, Saskatchewan.
2. Encourage all local unions to take part in the campaign in solidarity with Unifor's energy workers in all provinces

#### BECAUSE:

- Canada is a country rich in natural resources, and renewable and non-renewable energy industries are a cornerstone of Canadian prosperity.
- These industries provide hundreds of thousands of good jobs, they are a prime target of business investment (domestic and foreign) and they pay taxes and royalties which help fund the high quality physical infrastructure and social programs that Canadians have come to expect.
- Unifor represents 12,000 members in the broader energy sector across the country.
- The energy sector is directly responsible for more than 880,000 direct and indirect jobs in Canada, contributes \$180 billion to Canada's GDP, and is the country's top industry for global trade.

- Canada's energy sector faces immediate challenges, including:
  - A massive reduction in demand from the United States, our largest energy trading partner
  - A collapse in global oil prices that aren't expected to recover to past levels
  - Weak Canadian energy security, especially in Eastern Canada
  - Long-term shrinkage in refining and upgrading capacity in Western Canada
  - Automation eliminating good jobs
  - Under investment from the private sector in green technologies
  - Disarray among Canadian political leaders
  - A refusal by key elected decision-makers to plan for diversification and transition
  - Outright climate change denial in many jurisdictions across the globe

**Submitted by Local 707A**

## Resolution - R-22

### Mental Health

#### UNIFOR NATIONAL WILL:

1. Immediately look to initiate education for all elected or appointed representatives in the matter of recognition and assistance of our Brothers and Sisters who may be facing Mental Illness or Psychological Injury,
2. Ensure that mental health be written into all education delivered by Unifor,
3. Ensure that mental health accommodation language shall be written into all collective agreements,
4. Ensure that the voluntary CSA Standard on Psychological Safe Workplaces (CSA Z1003) shall be written into all collective agreements,
5. Create a Mental Health Council which will help coordinate, oversee and assist all locals and members from coast to coast to coast in matters pertaining to mental health,
6. Create a worker-centred Mental Health Strategy.

#### BECAUSE:

- Mental illness and psychological injuries are invisible,
- First responders are at a dramatically higher risk for psychological injury due to that are statistically have higher rates of suicide than the Canadian public,
- No sector of Canadian workers are immune to mental illness and psychological injury,
- 1 in 5 Canadians will face mental illness or psychological injury this year,
- 1 in 3 absences from work will be due to a mental illness or psychological injury, which will cost the Canadian economy an estimated 52 billion dollars this year,
- Stigma and discrimination towards mental illness and psychological injury are present in our workplaces and society, which are both a major roadblock for acceptance, assistance and recovery,
- Those brothers and sisters suffering from a mental illness or psychological injury are more likely to be marginalized, isolated, financially disadvantaged, face possible addictions, or face discipline and discharge,
- Currently we have minimal Unifor educational resources to assist our brothers and sisters who may be or whom are suffering from a mental illness or psychological injury.

Submitted by Local 1359

## Resolution - R-23

### Online Module to address Harassment and Human Rights at Local

#### UNIFOR NATIONAL WILL:

1. Encourage all members running for a local executive board position to undergo a short online human rights training module prior to the election at chartered locals. All training will be created and implemented by Unifor Education Department jointly with the Human Rights Department.
2. Encourage all elected members to complete the 2nd part of the online module for addressing harassment and human rights at locals. This to be completed upon being elected to the local executive board. Recognizing this is in addition to the Mandatory 40-hour Human Rights Training stated in the Constitution in Article 15 (3).

#### BECAUSE:

- Sometimes there is a quick transition in leadership and,
- Sometimes the elections within workplaces and locals themselves can be contentious and,
- It is important that all elected leadership understand their very important roles to prevent, stop any Harassment and Human Rights concerns that may arise.

**Submitted by Local 6006**

## Resolution - R-24

### Make it Safe Day

#### UNIFOR NATIONAL WILL:

1. Across Canada, actively participate in an annual campaign “Make It Safe Day” Canada’s Obligation to End the First Nations Water Crisis.
2. Recognize June 21 as “Make it Safe Day” in conjunction with National Indigenous Peoples Day.

#### BECAUSE:

- There are hundreds of First Nations living on reserves across this country who have no access to running water or a working sewage system. They cannot cook, drink or bathe in the water,
- There are more than 100 water advisories that are routinely in effect preventing the use of water, with some Indigenous communities living under these same advisories for nearly 20 years,
- Canada has recognized the right to safe drinking water is a basic human right. The Federal Government continues to discriminate against First Nation children on reserves by failing to provide the same level of services that exist in our Country,
- A “Day of Action” is needed to enforce the Federal Government to deliver on its \$4.6 billion infrastructure investment in Indigenous communities to ensure the provisions and access to drinkable water,
- It is time to action past wrongs on the ongoing injustices Indigenous peoples face in Canada.

**Submitted By Local 6008**

# CONSTITUTIONAL AMENDMENTS

## Constitutional Amendment - C-1

### Article 5: Membership - B. Eligibility - Member in Good Standing: Leave-Layoff-Closure

21. The only exception to the above shall be if a member is a full-time Officer of the Local Union and pays dues to the Local Union, he/she shall be considered a member in good standing, as long as he/she remains a full-time Officer of the Local Union.

#### Change to:

21. The only exception to **Number 19** above shall be if a member is a full-time Officer of the Local Union and pays dues to the Local Union, he/she shall be considered a member in good standing, as long as he/she remains a full-time Officer of the Local Union.

*\*\*(#19 Any member who has severed employment as a result of a workplace closure shall be deemed to no longer be a member.)*

**Submitted by the National Executive Board**

## Constitutional Amendment - C-2

### Article 6 - Convention

2. The Convention shall be held every three (3) years at a place and time determined by the National Executive Board.

#### Add New:

2. The Convention shall be held every three (3) years at a place and time determined by the National Executive Board. **The National Executive Board will make reasonable efforts to schedule Conventions and Canadian Council in months other than July and August.**

#### Because:

- Time off out of workplaces for Union Business is becoming ever more challenging, and
- The months of July and August are prime family Vacation months, and
- Costs are significantly higher to Local Unions for travel and hotels in July and August, and
- Unifor represents hotel workers across the nation that would benefit from off peak occupancy.

**Submitted by Local 433**



## Constitutional Amendment - C-3

### Article 6: Convention – B. Composition of Convention

9. Alternate delegates shall have no voice or vote unless they replace a regular delegate and are registered as a regular delegate by the Credentials Committee. Local Unions may apply to the Secretary Treasurer to send one (1) additional delegate who shall be a woman or from an equity seeking group. The Secretary Treasurer may restrict these delegates according to cost and space limitations.

#### Change to:

9. Alternate delegates shall have no voice or vote unless they replace a regular delegate and are registered as a regular delegate by the Credentials Committee. Local Unions may apply to the Secretary Treasurer to send one (1) additional delegate who shall be a woman or from an equity-seeking group **with voice and one vote**. The Secretary Treasurer may restrict these delegates according to cost and space limitations.

**Submitted by the National Executive Board**

## Constitutional Amendment - C-4

### Article 6: Convention - B. Composition of Convention

12. The members of the National Council of Retired Workers Executive shall be delegates to Convention with voice and one (1) vote each.

#### Change to:

12. The members of the National Council of Retired Workers Executive **and two (2) members from each Area Council of Retired Workers** shall be delegates to Convention with voice and one (1) vote each.

#### Because

- Retired members encounter many problems that are unique to seniors and it is important that retired workers be adequately represented at Convention,
- Currently the ten (10) members of the Executive of the National Council of Retired Workers are the only retired members guaranteed to be eligible to be delegates to the National Convention with voice and vote and those 10 members do not necessarily represent the geography and diversity of all Retirees,
- It is very difficult for a retired member to be elected from their Local Unions as delegates to the National Convention.

**Submitted by Local 673 Retired Worker Chapter**

## Constitutional Amendment - C-5

### Article 6: Convention – D. Convention Procedures and Committees

10. Expenses to attend convention and carry out their responsibilities for members of the Resolutions Committee, Constitution Committee, Credentials Committee and Elections Committee shall be borne by the Convention Fund. All such expenses shall be approved by the Secretary Treasurer.

#### Change to:

10. Expenses to attend convention and carry out their responsibilities for members of the Resolutions Committee, Constitution Committee, Credentials Committee, Elections Committee **and the Equity Standing Committee** shall be borne by the Convention Fund. All such expenses shall be approved by the Secretary Treasurer. **All duly elected members of regional Equity Standing Committees shall be delegates to Convention with one (1) vote each.**

Submitted by Local 6004

## Constitutional Amendment - C-6

### Article 8: Responsibilities of National Officers - E. Salaries and Honorariums

1. The annual salaries of the National Officers and Regional Directors, as of January 1, 2016, shall be:
  - President \$158,358.19
  - Secretary Treasurer \$146,064.78
  - Quebec Director \$137,945.41
  - Regional Directors \$132,843.41

#### Change to:

1. The annual salaries of the National Officers and Regional Directors, as of **(new date)**, shall be:  
**Update with new rates**
  - President
  - Secretary Treasurer
  - Quebec Director
  - Regional Directors

**Submitted by the National Executive Board**

## Constitutional Amendment - C-7

### Article 9: Canadian Council

8. Local Union delegate entitlement to the Canadian Council shall be as follows:
- Local Unions with 1 to 500 members - 1 delegate
  - Local Unions with 501 to 999 members - 2 delegates
  - Local Unions with 1,000 to 2,999 members - 4 delegates
  - Local Unions with 3,000 members or more - 6 delegates

Local Unions may apply to the Secretary Treasurer to send one additional delegate who shall be a woman or from an equity seeking group. The Secretary Treasurer may restrict these delegates according to cost and space limitations.

#### Change to:

8. Local Union delegate entitlement to the Canadian Council shall be as follows:
- Local Unions with 1 to 500 members - 1 delegate
  - Local Unions with 501 to 999 members - 2 delegates
  - Local Unions with 1,000 to 2,999 members - 4 delegates
  - Local Unions with 3,000 members or more - 6 delegates

Local Unions may apply to the Secretary Treasurer to send one (1) additional delegate who shall be a woman or from an equity-seeking group **with voice and one vote**. The Secretary Treasurer may restrict these delegates according to cost and space limitations.

**Submitted by the National Executive Board**

## Constitutional Amendment - C-8

### Article 9: Canadian Council

13. The Canadian Council shall establish Standing Committees with respect to Women, Aboriginal and Racialized Workers, Young Workers, Lesbian, Gay, Bisexual and Transgender issues (LGBT), Workers with Disabilities, Health and Safety and Environment (HSE), Political Action and other Committees as determined by the Executive of the Council. These committees will be composed of representatives of the respective standing committees of the regional and Quebec Councils. The process for selecting additional members to the Standing Committees shall be described in the By-Laws. The selection of members to the Standing Committees on Women, Aboriginal and Racialized Workers, Young Workers, Lesbian, Gay, Bisexual and Transgender issues (LGBT) and Workers with Disabilities, shall include a provision for peer election.

#### Change to:

13. The Canadian Council shall establish Standing Committees with respect to Women, Aboriginal and Racialized Workers, Young Workers, Lesbian, Gay, Bisexual and Transgender issues (LGBT), Workers with Disabilities, Health and Safety and Environment (HSE), Political Action and other Committees as determined by the Executive of the Council. These committees will be composed of representatives of the respective standing committees of the regional and Quebec Councils. The process for selecting additional members to the Standing Committees shall be described in the By-Laws. The selection of members to the Standing Committees on Women, Aboriginal and Racialized Workers, Young Workers, Lesbian, Gay, Bisexual and Transgender issues (LGBT) and Workers with Disabilities, shall include a provision for peer election. **All duly elected members of these Equity Standing Committees will be delegates to Canadian Council with one (1) vote each and expenses for members of Equity Standing Committees to attend Canadian Council and carry out their responsibilities shall be borne by the national Union and all such expenses shall be approved by the secretary treasurer.**

Submitted by Local 6004

## Constitutional Amendment - C-9

### Article 9 - Canadian Council

14. Successive meetings of the Canadian Council shall take place in different locations in Canada.

#### Change to:

14. Successive meetings of the Canadian Council shall take place in different locations in Canada **starting in 2021, in order to allow the National Executive Board to terminate its contracts with hotels that have already been booked. After that date, Canadian Council meetings shall be held during the period from mid-September to mid-October so as to allow members to take advantage of the summer vacation period before resuming the union activities, which have become increasingly demanding on our local executive officers.**

#### Because:

- The Canadian Council meets each year in which there is no Convention, and successive meetings of the Canadian Council are held in various locations in Canada;
- The role of the National Executive Board is to ensure that as many local unions as possible are able to participate in the Canadian Council;

**Submitted by Local 299**

## Constitutional Amendment - C-10

### Article 10: Regional and Quebec Councils

14. Each Regional Council and the Quebec Council will establish standing committees with respect to Women, Aboriginal and Workers of Colour, Young Workers, Lesbian, Gay, Bisexual and Transgender Workers (LGBT), Workers with Disabilities, Health, Safety and the Environment (HSE), Political Action, and other committees as determined by the Executive of the Council.

#### Change to:

14. Each Regional Council and the Quebec Council will establish standing committees with respect to Women, Aboriginal and Workers of Colour, Young Workers, Lesbian, Gay, Bisexual and Transgender Workers (LGBT), Workers with Disabilities, Health, Safety and the Environment (HSE), Political Action, **Employee and Family Assistance Program Committee (EFAP)** and other committees as determined by the Executive of the Council.

**Submitted by Local 114**



## Constitutional Amendment - C-11

### Article 10: Regional and Quebec Councils

14. Each Regional Council and the Quebec Council will establish standing committees with respect to Women, Aboriginal and Racialized Workers, Young Workers, Lesbian, Gay, Bisexual and Transgender Workers (LGBT), Workers with Disabilities, Health, Safety and the Environment (HSE), Political Action, and other committees as determined by the Executive of the Council.

#### Change to:

14. Each Regional Council and the Quebec Council will establish standing committees with respect to Women, Aboriginal and Racialized Workers, Young Workers, Lesbian, Gay, Bisexual and Transgender Workers (LGBT), Workers with Disabilities, Health, Safety and the Environment (HSE), Political Action, and other committees as determined by the Executive of the Council. **All duly elected members of Equity Standing Committees shall be delegates to regional and Quebec Council with one (1) vote each and expenses to attend Regional or Quebec Council shall be borne by either the National or Regional council with approval from the secretary treasurer.**

Submitted by Local 6004

## Constitutional Amendment - C-12

### Article 12: National Council of Retired Workers - Retired Workers

3. A member who retires is entitled to “retired membership status” and does not have to pay dues. The retired member has all the privileges of membership except the right to vote on contract demands, strike votes, ratifications of collective agreements and on matters pertaining to the administration of the collective agreement. In addition, a retired member cannot run for Local Union executive office and cannot vote in elections for workplace representatives.

#### Change to:

3. A member who retires is entitled to “retired membership status” and does not have to pay dues. The retired member has privileges of membership except the right to vote on contract demands, strike votes, ratifications of collective agreements and on matters pertaining to the administration of the collective agreement. In addition, a retired member cannot run **or vote** for Local Union executive **and** workplace representatives. **Voting on Local money matters will be covered by Local By-Laws.**

Submitted by Local 27C

## Constitutional Amendment - C-13

### Article 12: National Council of Retired Workers – Predecessor CEP Locals

9. In the case of predecessor CEP Local Unions, Retired Worker Chapters shall be established when 25 or more retired members with retirement dates after September 1, 2013, apply to the Local Union to form a chapter. When a Retired Workers Chapter has been established, past retired members are eligible to join.
10. Where an association of Retired Workers Chapter already exists, these members can immediately apply for status as a Local Union Chapter of Retired Workers.
11. When a Retired Workers Chapter is established, retired members shall immediately have voice but no vote at Local Union meetings.
12. Within one (1) year of a local Retired Workers Chapter’s continuous operation, the Local Union shall amend its by-laws to provide a position on the local executive for a representative of the chapter.
13. Within three (3) years of establishing the Local Union Retired Workers Chapter, retired members shall have full rights of retired members as outlined in the Constitution.
14. A Local Union may apply to the National Executive Board for different voting provisions for retired members under this article.

#### Delete:

Article 12: National Council of Retired Workers – Predecessor CEP Locals 9, 10, 11, 12, 13, 14

#### Add:

**Encourage all locals to establish a Retired Workers Chapter by using the process clearly laid out in Article 12 of the Constitution.**

#### Because:

- Six years have passed since the formation of Unifor
- There is laid out in our constitution a complete set of rule to govern the establishment of Retired Workers Chapters under Article 12, specifically sections 1, 2, 3, 4, 5, 6, 7 and 8 which should apply to all workers equally
- Sections 9 to 14 don’t provide former CEP locals with rights equal to those laid out in sections 1 through 8
- After six years as Unifor all retirees and Unifor Locals should be treated equally and have the same rights and operate under the same rules

**Submitted by Local 27**

## Constitutional Amendment - C-14

### Article 12: National Council of Retired Workers - Predecessor CEP Locals

9. In the case of predecessor CEP Local Unions, Retired Worker Chapters shall be established when 25 or more retired members with retirement dates after September 1, 2013 apply to the Local Union to form a chapter. When a Retired Workers Chapter has been established, past retired members are eligible to join.
10. Where an association of Retired Workers Chapter already exists, these members can immediately apply for status as a Local Union Chapter of Retired Workers.
11. When a Retired Workers Chapter is established, retired members shall immediately have voice but no vote at Local Union Meetings.
12. Within one (1) year of a local Retired Workers Chapter's continuous operation, the Local Union shall amend its By-Laws to provide a position on the Local executive for a representative of the Chapter.
13. Within three (3) years of establishing the Local Union Retired Workers Chapter, retired members shall have full rights of retired members as outlined in the Constitution.
14. A Local Union may apply to the National Executive Board for different voting provisions for retired members under this article.

#### Delete:

Article 12: National Council of Retired Workers – Predecessor CEP Locals 9, 10, 11, 12, 13, 14

#### Because:

- We are no longer CAW or CEP. We are now Unifor.
- These paragraphs make it harder to start new retiree chapters, which are a great resource for the local unions.

**Submitted by Local 222**

## Constitutional Amendment - C-15

### Article 12: National Council of Retired Workers - Predecessor CEP Locals

9. In the case of predecessor CEP Local Unions, Retired Worker Chapters shall be established when 25 or more retired members with retirement dates after September 1, 2013 apply to the Local Union to form a chapter. When a Retired Workers Chapter has been established, past retired members are eligible to join.
10. Where an association of Retired Workers Chapter already exists, these members can immediately apply for status as a Local Union Chapter of Retired Workers.
11. When a Retired Workers Chapter is established, retired members shall immediately have voice but no vote at Local Union Meetings.
12. Within one (1) year of a local Retired Workers Chapter's continuous operation, the Local Union shall amend its By-Laws to provide a position on the Local executive for a representative of the Chapter.
13. Within three (3) years of establishing the Local Union Retired Workers Chapter, retired members shall have full rights of retired members as outlined in the Constitution.
14. A Local Union may apply to the National Executive Board for different voting provisions for retired members under this article.

#### Delete:

Article 12: National Council of Retired Workers – Predecessor CEP Locals 9, 10, 11, 12, 13, 14

#### Because:

- 6 years has passed since the formation of Unifor,
- All workers retired under the banner of Unifor,
- All retired workers should be treated equally and have the same rights,
- There is already a complete set of rules that govern the participation of retired workers under Article 12, specifically sections (1), (2), (3), (4), (5), (6), (7) and (8) which should apply to all retired workers equally

**Submitted by Locals 444, 673, 707 and 1459 Retired Worker Chapters**

## Constitutional Amendment - C-16

### Article 12: National Council of Retired Workers - Predecessor CEP Locals

9. In the case of predecessor CEP Local Unions, Retired Worker Chapters shall be established when 25 or more retired members with retirement dates after September 1, 2013 apply to the Local Union to form a chapter. When a Retired Workers Chapter has been established, past retired members are eligible to join.
10. Where an association of Retired Workers Chapter already exists, these members can immediately apply for status as a Local Union Chapter of Retired Workers.
11. When a Retired Workers Chapter is established, retired members shall immediately have voice but no vote at Local Union Meetings.
12. Within one (1) year of a local Retired Workers Chapter's continuous operation, the Local Union shall amend its By-Laws to provide a position on the Local executive for a representative of the Chapter.
13. Within three (3) years of establishing the Local Union Retired Workers Chapter, retired members shall have full rights of retired members as outlined in the Constitution.
14. A Local Union may apply to the National Executive Board for different voting provisions for retired members under this article.

#### Delete:

Article 12: National Council of Retired Workers - Predecessor CEP Locals 9, 10, 11, 12, 13, 14

#### Because:

- Unifor talks about Inclusivity and
- 6 years has passed since the formation of Unifor and
- All Retired Workers should be treated equally and have the same rights.
- There are already a complete set of rules that govern the participation of Retired Workers under Article 12, specifically Sections (1), (2), (3), (4), (5), (6), (7), (8) which should apply to all Retired Workers equally

**Submitted by Local 1090**

## Constitutional Amendment - C-17

### Article 12: National Council of Retired Workers - The Executive of the National Council of Retired Workers

27. The Executive shall be composed of a Chair, Vice-Chair, a Secretary, and seven members-at-large. The Executive positions shall be filled at the annual meeting of the National Council of Retired Workers immediately following the Convention of the National Union.

#### Change to:

27. The Executive shall be composed of a Chair, Vice-Chair, a Secretary, and **nine** members-at-large. The Executive positions shall be filled at the annual meeting of the National Council of Retired Workers immediately following the Convention of the National Union.

#### Because:

- We have the addition of more Local Union Chapters coming on board across the country and it only makes sense to increase the board at the National level to allow for more Regional representation.

**Submitted by Local 444 Retired Workers Chapter**

## Constitutional Amendment - C-18

### Article 12: National Council of Retired Workers - The Executive of the National Council of Retired Workers

31. Each member of the Executive of the National Council of Retired Workers is automatically a delegate to Convention and the Canadian Council with voice and vote.

#### Change to:

31. Each member of the Executive of the National Council of Retired Workers is automatically a delegate to Convention, Canadian Council **and Regional Council in which they reside**, with voice and vote.

#### Because:

- They represent the retirees also from each regional council they reside in,
- This also will help us achieve a true national representation of the retirees' national executive council.

**Submitted by Local 222**



## Constitutional Amendment - C-19

### Article 12: National Council of Retired Workers - The Executive of the National Council of Retired Workers

31. Each member of the Executive of the National Council of Retired Workers is automatically a delegate to Convention and the Canadian Council with voice and vote.

#### Change to:

31. Each member of the Executive of the National Council of Retired Workers is automatically a delegate to Convention, Canadian Council **and Regional Council in which they reside**, with voice and vote.

#### Because:

- It would allow National Council of Retired Workers Executive Board members to attend their Regional Councils with voice and vote to show those in attendance the importance of Retired Workers Chapters in their own Union Locals

**Submitted by Local 444 Retired Worker Chapter**

## Constitutional Amendment - C-20

### Article 12: National Council of Retired Workers - The Executive of the National Council of Retired Workers

31. Each member of the Executive of the National Council of Retired Workers is automatically a delegate to Convention and the Canadian Council with voice and vote.

#### Change to:

31. Each member of the Executive of the National Council of Retired Workers is automatically a delegate to Convention, Canadian Council **and to their respective Regional Council**, with voice and vote.

#### Because

- Under the previous Constitutions, the Retired Workers Council Executive always had full delegate status
- Once the merger of CEP and CAW occurred, Regional Councils have been created and full delegate status for Retirees has not been extended to attend these events

**Submitted by Locals 673 and 1459 Retired Worker Chapters**

## Constitutional Amendment - C-21

### Article 12: National Council of Retired Workers - The Executive of the National Council of Retired Workers

31. Each member of the Executive of the National Council of Retired Workers is automatically a delegate to Convention and the Canadian Council with voice and vote.

#### Change to:

31. Each member of the Executive of the National Council of Retired Workers is automatically a delegate to Convention, Canadian Council **and Regional Council in which they reside**, with voice and vote.

Submitted by Local 1090

## Constitutional Amendment - C-22

### Article 12: National Council of Retired Workers - The Executive of the National Council of Retired Workers

31. Each member of the Executive of the National Council of Retired Workers is automatically a delegate to Convention and the Canadian Council with voice and vote.

#### Change to:

31. Each member of the Executive of the National Council of Retired Workers **and two (2) members from each Area Council of Retired Workers** is automatically a delegate to Convention and the Canadian Council with voice and vote.

#### Because:

- Retired members encounter many problems that are unique to seniors and it is important that retired workers be adequately represented at Conventions; and
- Currently the ten (10) members of the Executive of the National Council of Retired Workers are the only retired members guaranteed to be eligible delegates to the National Convention with voice and vote and those 10 members do not necessarily represent the geography and diversity of all retirees; and
- Organized retired members are critical to advance labours' agenda.

**Submitted by Local 1459 Retired Workers Chapter**

## Constitutional Amendment - C-23

### Article 12: National Council of Retired Workers - The Executive of the National Council of Retired Workers

32. The Chairperson of the National Council of Retired Workers or her/his designee is automatically a delegate to each Regional Council with voice and one (1) vote.

#### Change to:

32. The Chairperson of the National Council of Retired Workers or her/his designee is automatically a delegate to each Regional Council with voice and one (1) vote. **Executive members are delegates to the region Council where he or she resides with voice and one vote.**

Submitted by the National Executive Board

## Constitutional Amendment - C-24

### Article 15: Local Unions - B. Local Union Officers

5. Each Local Union shall establish its own set of rules to govern the election of Officers, however, the rules must be consistent with the rules outlined in the Policy regarding Local Union Elections, made by the National Union, and the following provisions:
  - (a) Votes shall be conducted by secret ballot or another secure and confidential voting system.
  - (b) The election of a nominated candidate shall be by a majority of votes cast, unless the By-Laws of the Local Union stipulate otherwise.
  - (c) All elections must be supervised by a democratically elected Election Committee, or by another process approved by the Local Union membership or the President of the National Union.
  - (d) An appeal with respect to Local Union elections may be filed and shall be governed pursuant to the Procedure Policy on Constitutional Matters.

### Amendment to the National Policy Regarding Union Elections Article 27

#### Because:

- Locals may use a ranked voting system that allows members to choose candidates in order of preference (ranked) in order to achieve a winner with the majority of votes cast in a single election without having to do a series of run-off elections.
- Those Locals whose By-Laws stipulate otherwise (Such as Local 2002) do not have to change to a majority of votes cast system, but can remain with a first past the post system, (Candidate with the most votes wins). However, if a large amalgamated Local with geographical challenges would like to change to a “majority of votes cast” system, ranked voting would be an option to avoid a series of run-off elections.
- Electronic voting is gaining in popularity because of its low cost, speed and security. Ranked voting can be easily incorporated as part of an electronic voting system if a Local were to choose that option.

This resolution is being submitted to allow the ranked voting option by adding the statement “up to and including ranked voting” to Article 27 of the National Policy Regarding Local Union Elections.

## NATIONAL POLICY REGARDING LOCAL UNION ELECTIONS

### Article 27:

27. Election of a candidate shall be by a majority of votes cast, unless the By-Laws of the Local Union stipulate otherwise. Where it is necessary, any number of run-off votes may be conducted if required until a candidate is elected with a majority.

### Change to:

27. Election of a candidate shall be by a majority of votes cast, unless the By-Laws of the Local Union stipulate otherwise, up to and including ranked voting. Where it is necessary, any number of run-off votes may be conducted if required until a candidate is elected with a majority.

**Submitted by Local 2002**

## Constitutional Amendment - C-25

Nationally dispersed Local Unions face challenges unlike those of Regional Unions:

- The large geographically spread memberships make it impractical, if not, impossible to assemble a quorum of 50% of a National membership for a recall meeting and to do so in a seven (7) day period.
- The current provisions create barriers to recalling Local Union Executives.

### Article 15: Local Unions - B. Local Union Officers

10. An elected Local Union Executive Board member may be recalled by the members for failing to perform the duties of their office. A recall is initiated by a petition signed by 25 per cent of the members that the Executive Board member represents. The petition must provide specific complaints against the Executive Board member and be submitted to the Recording Secretary of the Local Union. The Local Union shall notify the Executive Board member of the complaints and provide a copy of the petition.
11. The Local Union shall call a special recall meeting with a minimum of 7 days notice with the sole purpose of addressing the specific complaints identified in the petition. A quorum for a recall meeting shall be 50 per cent of the members represented by the Executive Board member. A two thirds majority vote of those present shall be required to recall an elected Executive Board member.
12. An elected Executive Board member can face recall only once during his/her term of office.

#### Change to:

10. An elected Local Union Executive Board member may be recalled by the members for failing to perform the duties of their office. A recall is initiated by a petition signed by 25 per cent of the members that the Executive Board member represents. The petition must provide specific complaints against the Executive Board member and be submitted to the Recording Secretary of the Local Union. The Local Union shall notify the Executive Board member of the complaints and provide a copy of the petition.
11. The Local Union shall call a special recall meeting with a minimum of 7 days notice with the sole purpose of addressing the specific complaints identified in the petition. A quorum for a recall meeting shall be 50 per cent of the members represented by the Executive Board member. A two thirds majority vote of those present shall be required to recall an elected Executive Board member.



12. **Local Unions with a membership spread over a significant geographical area, where recall by Article 15B (11) is impractical or impossible, will conduct recall voting by mail in/mail out ballot. Members shall receive a recall balloting package by mail. A copy of the specific complaint contained in the petition shall also be included. The Executive Board member in question, shall be permitted to provide a one (1) page typed response to address the specific complaints identified in the petition. Members will be provided thirty (30) calendar days to postmark their return ballot from the date ballots are mailed out. A two thirds (2/3) majority vote of the members the Executive Board member represents shall be required for recall.**
13. An elected Executive Board member can face recall only once during his/her term of office.

**Submitted by: Unifor Local 100 - Lodge 110 Toronto**

## Constitutional Amendment - C-26

### Article 15: Local Union D: Local Union Committees

1. A Local Union should establish the following Standing Committees:
  - Constitution and By-Laws
  - Education
  - Environment
  - Recreation
  - Community Services
  - Human Rights
  - Lesbian, Gay, Bisexual and Transgender Workers (LGBT)
  - Aboriginal and Workers of Colour
  - Workers with Disabilities
  - Political Action
  - Women
  - Young Workers
  - Health & Safety

#### Change to:

1. A Local Union should establish the following Standing Committees:
  - Constitution and By-Laws
  - Education
  - Environment
  - Recreation
  - Community Services
  - Human Rights
  - Lesbian, Gay, Bisexual and Transgender Workers (LGBT)
  - Aboriginal and Workers of Colour
  - Workers with Disabilities
  - Political Action
  - Women
  - Young Workers
  - Health & Safety
  - **Employee and Family Assistance Program Committee (EFAP)**

## Constitutional Amendment - C-27

### Article 15: Local Unions - H: Audits

10. A Local Union Trustee(s) shall be elected by the Local Union membership for the same term of office as other Executive Officers.

#### Change to:

10. A Local Union Trustee(s) shall be elected by the Local Union membership for the same term of office as other Executive Officers, **unless the By-Laws of the Local Union stipulate otherwise.**

#### Because:

- Large amalgamated Locals like Local 2002 can span from coast to coast to coast, posing restrictive geographic challenges,
- Local 2002 utilizes the services of a professional Chartered Accounting firm to audit our books annually and don't require to have Trustees in accordance with Constitution Article 15:H:05, but choose to have trustees in addition to hiring a professional Chartered Accounting firm,
- Electing trustees at Local Convention as laid out in the Local 2002 By-Laws allows for more diversity and inclusion from our membership representing dozens of different employers in hundreds of locations across the country,
- To change our process of electing trustees to the same fashion as Executive Board Elections would ensure that all trustees come from our largest location only.
- This resolution is being submitted to allow trustees to be elected at the Local Convention as laid out in the Local 2002 By-Laws by adding, "unless the By-Laws of the Local Union stipulate otherwise", to Article 15:H:10.

**Submitted by Local 2002**

## Constitutional Amendment - C-28

### Article 15: Local Unions - J. Amalgamated Local Unions - Withdrawal of a Unit from a Local Union

10. If the National Executive Board is satisfied the unit has just cause for withdrawal, and that it will not adversely affect the Local Union or the unit, the National Executive Board will direct a referendum vote of the unit members.

#### Change to:

10. If the National Executive Board is satisfied the unit has just cause for withdrawal, and that it will not adversely affect the Local Union or the unit, the National Executive Board will direct a **secret ballot** referendum vote of the unit members.

**Submitted by the National Executive Board**

## Constitutional Amendment - C-29

### Article 16: National Dues

15. The National Union shall direct the monies received as its share of dues to the following funds in the shares set out below:
- General Fund: 75%
  - Defence/Strike Fund: 10%
  - Organizing Fund: 10%
  - Education Fund: 3.75%
  - Convention Fund: 1.25%

For the period of September 1, 2016 to August 31, 2019 inclusive, 2.5 percent will be redirected from the Defence/Strike Fund to the General Fund. This arrangement will be reviewed at the 2019 Convention.

#### Add / Amend:

15. **Establish a Retirees Fund and that a minimum of 5 cents per active member, per month be allocated to that Fund. Funds would then be available to Retiree Councils in financial trouble, upon request, so that Retired Workers' who wish to, are able to attend Councils, Conferences and Political Action Events.**

#### Because:

- At the present time, Unifor has approximately 305,000 dues paying Members and in excess of 90,000 Retired Members,
- Our Retired Members realize the importance of adequate funding needed to further the goals of working and retired unionized members, reality is that due to declining numbers many Retired Workers Area Councils are in financial trouble and are having difficulty in fulfilling their mandate,
- Many Retirees are "Retired from work, but not from the job" and have the time and the will, but often not the funds, to support political action.

**Submitted by Locals 673 and 1459 Retired Worker Chapters**

## Constitutional Amendment - C-30

### Article 16: National Dues

15. The National Union shall direct the monies received as its share of dues to the following funds in the shares set out below:
- General Fund: 75%
  - Defence/Strike Fund: 10%
  - Organizing Fund: 10%
  - Education Fund: 3.75%
  - Convention Fund: 1.25%

For the period September 1, 2016 to August 31, 2019 inclusive, 2.5 per cent will be redirected from the Defence/Strike Fund to the General Fund. This arrangement will be reviewed at the 2019 Convention.

#### Change to:

15. The National Union shall direct the monies received as its share of dues to the following funds in the shares set out below:
- General Fund: **77.5 or 75%**
  - Defence/Strike Fund: **7.5% or 10%**
  - Organizing Fund: 10%
  - Education Fund: 3.75%
  - Convention Fund: 1.25%

For the period September 1, 2016 to August 31, 2019 inclusive, 2.5 per cent will be redirected from the Defence/Strike Fund to the General Fund. This arrangement will be reviewed at the 2019 Convention. **If the Defense/Strike Fund falls to \$140,000,000 for two consecutive quarters, the share of dues will increase to 10%. It will remain at 10% until the Defense/Strike Fund increases to \$155,000,000 for two consecutive quarters, at which point the share of dues will revert to 7.5%. Whenever a 2.5% adjustment is made to the Defence/Strike Fund an equal offset will be made to the General Fund.**

Submitted by the National Executive Board

## Constitutional Amendment - C-31

### Article 17: Collective Bargaining – C. Strike and Defence Fund

1. Strike and Defence Fund shall be established by the National Executive Board and 10 per cent of all National Union dues shall be deposited into the Fund.

#### Change to:

1. A Strike and Defence Fund shall be established by the National Executive Board and **7.5% or 10%** ~~10 per cent~~ of all National Union dues shall be deposited into the Fund.

**Submitted by the National Executive Board**

## Constitutional Amendment - C-32

### Article 17: Collective Bargaining — C. Strike and Defence Fund

4. The Strike and Defence Fund shall pay benefits of \$250 for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

#### Change to:

4. The Strike and Defence Fund shall pay benefits of **\$350** for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

#### Add New:

**Index strike and lockout benefits to the cost of living based on the CPI (Consumer Price Index) each year and that all Unifor local unions be informed of the amount at the same time.**

#### Because:

- The cost of living is constantly rising and negotiated wages tend to follow the cost of living,
- We have to be able to stand tall, maintain our dignity, protect our gains and defend our demands in the face of uncompromising employers during a strike or lockout,
- When employers find out how much Unifor allocates to striking members, they may be more reluctant to impose a lockout or let things go as far as a strike,
- We have to make it possible for striking or locked-out Unifor members to continue to meet their financial obligations and basic needs (lodging, food, travel) with as much dignity as possible,
- The amounts paid to members during strikes and lockouts have not been revised since Unifor was founded in 2013,
- The Strike and Defence Fund is in good shape financially, with assets of \$153 million as of December 31, 2018,
- Unifor adopted a resolution to transfer funds from the Defence Fund to the General Fund during the Constitutional Convention of 2016,
- Unifor changed the percentages of the dues collected from local unions allocated to its funds, reducing the percentage allocated to the Strike and Defence Fund and increasing the percentage going to the General Fund, thereby demonstrating that the Defence Fund is capable of meeting potential requests from members on strike or locked out.

**Submitted by Local 81**



## Constitutional Amendment - C-33

### Article 17: Collective Bargaining - C. Strike and Defence Fund

4. The Strike and Defence Fund shall pay benefits of \$250.00 for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

#### Change to:

4. The Strike and Defence Fund shall pay benefits of **\$300.00** for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

**Submitted by Local 594**

## Constitutional Amendment - C-34

### Article 17: Collective Bargaining – C. Strike and Defence Fund

4. The Strike and Defence Fund shall pay benefits of \$250.00 for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

#### Change to:

4. The Strike and Defence Fund shall pay benefits of **\$300.00** for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

#### Because:

- Unifor believes in the concept that the cost of living must be maintained.
- The Strike and Defence fund pay benefit has not been increased since the Founding Convention

**Submitted by Local 2002**

## Constitutional Amendment - C-35

### Article 17: Collective Bargaining - C. Strike and Defence Fund

4. The Strike and Defence Fund shall pay benefits of \$250.00 for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

#### Change to:

4. The Strike and Defence Fund shall pay benefits of ~~\$250.00~~ **\$275.00** for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

**Submitted by the National Executive Board**

## Constitutional Amendment - C-36

Timelines are strict for members to initiate each step of the appeal process. Almost no timelines are set for National officials to respond.

- Members are left without a decision for an unreasonable amount of time.
- Members seek updates more often from Committee on Constitutional Matters, further burdening them.

### Article 18: Constitutional Matters – B. Review of Decision

8. A request for a Review of Decision shall be submitted in writing to the Local Union or the body to which the deciding authority is accountable within thirty (30) days of the decision, or knowledge of the decision. The Local Union or accountable body shall consider the request at its next regular meeting.
9. Within thirty (30) days of a review by a Local Union or accountable body the member may inform the Office of the President — Committee on Constitutional Matters in writing of their request for a further review. A full record of the matter shall be forwarded to the Committee, including all relevant information that may be requested.
10. The Committee shall consider the request and determine that it is timely and admissible in all respects, investigate the issues and determine if a hearing is required, or if written submissions shall be received.
11. The Committee shall render a decision in writing which may:
  - Uphold the decision or action of the Local Union or accountable body.
  - Refer the matter back to the Local Union or accountable body for reconsideration based on all of the facts and information that are known.
  - Give instructions to change the decision.
12. The Committee will provide a report to each meeting of the National Executive Board, including copies of all decisions.
13. Within thirty (30) days of a decision by the Committee or the National Executive Board, a member may inform the Office of the President in writing of their request for a further and final review by the Public Review Board. The Committee will forward the full record of the matter to the Public Review Board and to the member.

## Change to:

8. A request for a Review of Decision shall be submitted in writing to the Local Union or the body to which the deciding authority is accountable within **sixty (60)** days of the decision, or knowledge of the decision. The Local Union or accountable body shall consider the request **within sixty (60) days**.
9. Within **sixty (60)** days of a review by a Local Union or accountable body the member may inform the Office of the President — Committee on Constitutional Matters in writing of their request for a further review. A full record of the matter shall be forwarded to the Committee, including all relevant information that may be requested.
10. The Committee shall consider the request and determine that it is timely and admissible in all respects, investigate the issues and determine if a hearing is required, or if written submissions shall be received.
11. The Committee shall render a decision in writing **and within Ninety (90) days, unless a hearing is required, in which case the deadline will be extended to One Hundred and Twenty (120) days from receipt of a request for a Review of decision** which may:
  - Uphold the decision or action of the Local Union or accountable body.
  - Refer the matter back to the Local Union or accountable body for reconsideration based on all of the facts and information that are known.
  - Give instructions to change the decision.
12. The Committee will provide a report to each meeting of the National Executive Board, including copies of all decisions.
13. Within **sixty (60)** days of a decision by the Committee or the National Executive Board, a member may inform the Office of the President in writing of their request for a further and final review by the Public Review Board. The Committee will forward the full record of the matter to the Public Review Board and to the member.

**Submitted by Unifor Local 100 – Lodge 110 Toronto**

## Constitutional Amendment - C-37

### Article 19: Affiliations - Canadian Labour Movement

2. Suspension or disaffiliation from the Canadian Labour Congress may be authorized by the National Executive Board subject to the approval of Convention, or the Canadian Council.

#### Change to:

2. Suspension or disaffiliation from the Canadian Labour Congress may be authorized by the National Executive Board **prior subject to affirmation** the approval of Convention, or ~~the~~ Canadian Council.

**Submitted by the National Executive Board**

## Constitutional Amendment - C-38

### Article 26 - Official Languages

English and French shall be the official languages of Unifor at Convention and national conferences. The Constitution and other documents of the National Union shall be printed in both languages. Services to Local Unions from national headquarters shall be in the official language of their choice.

#### Change to:

English and French shall be the official languages of Unifor at Convention and national conferences. The Constitution and other documents of the National Union shall be printed in both languages. Services to Local Unions from national headquarters shall be in the official language of their choice.

**The services for the approval of bylaws at the Unifor National Office at the headquarters in Toronto, offering service in French for Quebec and thereby providing support for the approval of Bylaws.**

**We form a committee for the approval of bylaws in Quebec offering service exclusively in French to all local unions in Quebec and to any other local union elsewhere in Canada wishing to receive service in French.**

Submitted by Local 503

# **SKILLED TRADES RESOLUTIONS**

## **To the 2nd Unifor Skilled Trades Collective Bargaining & New Technology Conference**

**Adopted:  
February 26-28, 2019  
Toronto, Ontario**



# Unifor National Skilled Trades Council

The Unifor Skilled Trades Council (UNSTC) recognizes that Unifor is very diverse and represents workers in various sectors across Canada. It also understands that issues are different and some are very complex, needing special attention. Unifor has taken the differing needs of all industries and has formed bargaining demands addressing these issues.

The founding of the Canadian Auto Workers in 1985, after separating from the UAW, began a forward trend in bargaining gains for all workers, including skilled trades. The Union National Skilled Trades Council has been at the forefront of promoting and attaining, through resolutions, the specific needs of all skilled trades' workers in all industries.

The Resolution that follows in this booklet is a formulation of the current issues and concerns that needed to be addressed. They are necessary to negotiate with employers who employ Unifor skilled trades workers and the employers must understand that the same determination and commitment will be given to the implementation of these resolutions. It is further required that all past gains must be introduced and negotiated into all collective agreements.

## **Unifor Skilled Trades Executive & Advisory Board:**

Dave Cassidy, John Breslin, Phil Fryer, Joe Elworthy, Ray Hamel, Jacques Ouimet, Paul Renaud, Ashok Venkatarangam, Bill Dickson, Ken Anderson

## **Unifor Skilled Trades Resolutions Committee:**

Mark Thayer, Dave Tveit

## Resolution #1: WORK OWNERSHIP

### Unifor Bargaining Committees will:

- Negotiate the following four requirements of skilled trades work ownership in their collective agreements.
  1. **Planning** – management meet semi-annually to review with Unifor skilled trades representatives projected workloads regarding all aspects of skilled trades work.
  2. **Information** – Advance notice of outside contract activities to be provided at least 10 days in advance to permit meaningful discussions and careful analysis of the company's workforce capabilities in connection with the subject work. This written notice shall provide the union with all available information on the nature of the work, including plans and the number of tradespersons required to perform the work.
  3. **Layoff - Recall** – When skilled trades employees are on layoff in a classification, the nature of which they customarily perform, and consideration is being given to outside contracting said work, Unifor skilled trades employees will be given first priority for the work, before letting the contract, provided they can perform the available work.
  4. **Full Utilization** – The policy is to fully utilize employees in maintenance skilled trades classification in the performance of maintenance and construction work consistent with local scheduling practices, when such work is required to be performed, skilled trades employees will be given first priority to do such provided they can perform such work. This policy will include any employee, that is qualified, from within the facility for temporary additional help.

### Because:

- Outsourcing continues to take on many forms as outside vendors and contractors perform service, maintenance and warranty work on leased, rented and company-owned equipment.
- Vendors/Contractors are undertaking new installations, modifications, actual parts production, assembly and other forms of work historically and traditionally performed by Unifor members.
- These ever-increasing practices have had a severe and detrimental effect on job security of Unifor skilled trades members.
- Unifor has made major strides in protecting skilled trades work and skilled trades job security by being the first union to bargain the principle of Work Ownership through the Four Requirements as referred above, that management must adhere to.

**Submitted by: Windsor & Essex County Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #2: FULL SKILLED TRADES EMPLOYMENT**

### **Unifor Bargaining Committees will:**

- Set a clear goal to return laid-off skilled trades back to work.

### **Because:**

- The economic collapse has created more failures of Companies, more consolidation of manufacturing products, and an increased measure of insecurity among our members, due to significant workforce changes that has resulted in skilled trades members being laid-off.
- The Government's elimination of mandatory retirement at age 65 in provinces and territories across Canada has allowed workers to continue to work beyond the age of 65.
- In some cases, economic recovery is seeing increased profits for Companies, and an opportunity to provide new work into the facilities, yet the number of laid-off trades people continues to exist in many communities.

**Submitted by: Oshawa & Eastern Ontario Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #3: NEW TECHNOLOGY AND SKILLED TRADES TRAINING**

### **Unifor Bargaining Committees will:**

- Negotiate language that protects the work of Unifor skilled trades, also language to utilize and train them from the onset of all new investment and programs from design to installation as well as maintenance and warranty activities.
- Develop skilled trades training programs jointly that are delivered by Unifor skilled trades employees, prior to the equipment and automation being installed. This training will include preventative and predictive maintenance programs.
- Negotiate that Contractors and Vendors will only be allowed to offer productive expertise, information sharing and on the job training in an advisory capacity.

### **Because:**

- Unifor skilled trades find themselves working in highly technical and competitive environments in various Canadian employment sectors, and in an era of rapidly changing technologies which, through the introduction of new technology; new equipment; advanced automation; and speed-up processes, may remove or replace bargaining unit work.
- Workplace computer programming and remote programming from external locations is encroaching on bargaining unit work, as well as creating possible hazardous conditions in the workplace.
- Self-diagnostics equipment; CNC; laser apparatus, radio frequency devices, Global Position Sensor (GPS), Nano Technology, 3-D Printers, preventative and predictive maintenance programs and other technologies and processes, require continual skilled trades training and upgrading.
- The increased costly reliance by management to utilize vendors and/or contractors for design and build, workplace installations, commissioning of equipment and automation, product launches and the following maintenance and/or warranty work has seriously eroded important work of the bargaining units.
- Unnecessary costly reliance by management to utilize vendors and contractors that are claiming protection under the guise of international trade agreements in off-shore corporations can significantly weaken the leverage of the union and eliminate local managements responsibilities for the work and projects they should remain in control of.

**Submitted by: Oshawa & Eastern Ontario Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #4: MENTORSHIP & TRAINING**

### **The Unifor Bargaining Committees will:**

- Bargain to ensure they have the resources and supports necessary for the Unifor's Skilled Trades Council to identify willing and qualified journeyperson mentors, within its bargaining units and to mentor apprentices.
- Incorporate mentorship training as a component of all apprenticeship programs to ensure trained, stable and quality mentors are never in short supply.

### **Because:**

- The development of skilled tradespeople through apprenticeship is a critical requirement to fill current and anticipated skilled trades shortages.
- Apprentices identify their mentors as key influencers when they complete their apprenticeship.
- Mentor training, oversight and support are rare in Canadian workplaces, leaving quality mentorship to chance.

**Submitted by: Windsor & Essex County Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #5: APPRENTICESHIP HIRING RATIOS**

### **Unifor Bargaining Committees will:**

- Table proposals that demand a hiring ratio of one apprentice for every four skilled trades journeypersons in each skilled trades classification of the bargaining unit;

### **Because:**

- There is a shortfall prediction for skilled trade's workers in Canada, based on current reliable forecast information.
- Many employers are reluctant to hire apprentices for a variety of reasons, ranging from the down-cycles in business economy, apprentice/journeyperson poaching and a lack of understanding of the economic advantages of apprentices to their company (See Canadian Apprenticeship Forum analysis on cost savings related to apprenticeships etc.).
- Also the Public Sector in most provinces in Canada are not living up to their responsibilities in apprenticeship hiring, despite pressure from Unifor and Provincial Labour Federations to establish ratios on all Publicly Funded projects, the numbers and ratios of apprentices to journeypersons are far below the Private Sector.

**Submitted by: Toronto Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #6: SKILLED TRADES HIRING PROCEDURES**

### **Unifor Bargaining Committees will:**

- Negotiate language that when a Unifor workplace covered by the collective agreement has an opening for a skilled trades journeyman to be hired, the employer will advise the Union to contact the Unifor Skilled Trades Department and accord “preferential hiring” status to Unifor qualified members.

### **Because:**

- Unifor Journeymen should have opportunity for “preferential hiring”.
- The Unifor Skilled Trades Department regularly distributes information of Unifor workplaces seeking skilled trades workers for employment and this information is communicated to Unifor Skilled Trades Area Sub-Councils and to Unifor qualified members.

**Submitted by: London Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #7: CERTIFICATE OF QUALIFICATION FOR CONSOLIDATED TRADES & PROTECTION OF SKILLED TRADES BARGAINING UNIT WORK**

### **Unifor Bargaining Committees will:**

- Ensure that trades affected by consolidation must be consolidated into a recognized Certificate of Qualification (C of Q), apprenticeable trades and affected employee's seniority rights will be protected due to consolidation.
- Negotiate language that any employee in a consolidated skilled trade will be provided the required training to receive a (C of Q) for the recognized trade.
- Negotiate language that required training for skilled trades and apprentices will be governed and administered by a Unifor Apprenticeship Committee.
- Negotiate language for any local who has not established a Unifor Apprenticeship Committee to form one and the committee will ensure Unifor skilled trades and apprenticeship standards and training are met.
- Negotiate that the work shall be maintained and assigned within the skilled trades bargaining unit, when a trade or classification is lost through attrition and/or consolidation.

### **Because:**

- The employers are continuously looking for efficiencies by attacking long-standing traditional trade structures within Unifor.
- Unifor have opposed unnecessary consolidations of trades and will continue to do so.
- More and more Unifor locals are being pressured to negotiate new agreements to attract new work or keep existing facilities open; and some of these new agreements allow for the consolidation of certain existing trades.
- Consolidation of trades can require extensive training for workers in existing traditional trades.

**Submitted by: Brampton, Georgetown, Milton, Oakville & Guelph (BGMOG) Area Skilled Trades Sub-Council**  
**To be forwarded to the Unifor Constitutional Convention, August 2019**



## **Resolution #8: REMUNERATION of FEES**

### **Unifor Bargaining Committees will:**

- Negotiate contractual remuneration for all required licenses, certifications, memberships and any special training requirement associated with changes to licences, certifications or memberships, for all Unifor Skilled Trades journeypersons and apprentices.

### **Because:**

- Unifor will continue to lobby governments at all levels against the fragmentation of basic trades, because skilled trades have to continually upgrade their skills and knowledge in the present global economic environment.
- Governments and other regulatory bodies have instituted licensing and certification structures that will require trades holding a Certificate of Qualification (C of Q), and indentured apprentices in these trades in its jurisdiction to pay such fees.
- These licenses, certifications, memberships and any special training fees must be renewed on a regular basis (generally annually).

**Submitted by: Local 100**

**To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #9: RED SEAL AND NEW TRADES PROCESS**

### **Unifor Bargaining Committees will:**

- Ensure compliance with the Unifor Advisory Board Policy – New Trade Recognition.

### **Because:**

- Technological change and progress in the workplace is resulting in “new certifications” that are Red Seal recognized or Inter-Provincial recognized under Canadian Free Trade Agreement (CFTA) and reaffirms the Labour Mobility Agreement (LMA) provisions and obligations that have been established.
- This evolution in technology, combined with changes in provincial recognition of Certificates of Apprenticeships and Certificated of Qualifications (CFQ) and the legislated changes as referenced above, which requires all provinces to recognize training programs and certifications as valid, in all jurisdictions in Canada.

**Submitted by: Brampton, Georgetown, Milton, Oakville & Guelph (BGMOG) \_ Area Skilled Trades Sub-Council**

**To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #10: OPPOSING DOWNGRADING IN THE NAME OF “GREEN & SUSTAINABILITY”**

### **Unifor Bargaining Committees will:**

- Table proposals that oppose any move by employers to downgrade skilled trades standards in the name of “Green and Sustainability” labels being applied to goods, services, materials, installations and equipment, that compromise hard fought gains in safety standards, working conditions and trade standards.
- Oppose fragmentation of any trade associated with catch phrases like “Green and Sustainability”.

### **Because:**

- Unifor fully supports environmental initiatives for a sustainable environment and economy, recognizing the urgency to protect planet earth from global warming resulting from centuries of pollution.
- Corporations, multinationals and right wing governments and institutions are using this environmental crisis as an opportunity to erode, hard fought for, working conditions and standards for the protection of workers and the public by purporting to manufacture products as “green” and labeling them accordingly.
- These products, at times, have the “green label” falsely applied and are often manufactured under sub-standard health and safety and other undignified conditions that would not be tolerated in a unionized environment.
- Corporations, governments and other agencies are also using the emotions of the public to try and establish new green trades and other new certifications in order to cut wage rates and benefit packages and defragmenting existing trades.
- Economic down-turns in the Global and Canadian economy have resulted in job loss, layoffs and hardship for many Canadians and their families in communities all across Canada. These downturns have forced many workers into accepting concessionary demands by the right wing governments, corporations and institutions.

**Submitted by: BC Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #11: OPPOSING AUSTERITY CONCEPT**

### **Unifor Bargaining Committees will:**

- Oppose false austerity measures and “race to the bottom” concepts that employers are seeking, off the backs of workers and will continue to bargain improvements in benefits and wages for skilled trades workers that include special skilled trades adjustments and progressive skilled trades language in collective agreements.

### **Because:**

- Employers are utilizing economic downturns, lean production (and other speed-up concepts) and austerity measures to take away progressive advances made by unions for skilled trades workers, in the name of austerity, efficiency and global competition.
- Economic downturns are created by the mismanagement of the big banks, financial institutions, trade agreements and corporate executives, creating a paperless society, over-burdening workers, resulting in concessionary bargaining and losses in many cases.
- Employers are seizing on the opportunity to undermine the benefits, certifications and working conditions which unions have bargained for skilled trades workers over many contracts.

**Submitted by: BC Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #12: OPPOSING SKILLED TRADES TEMPORARY WORKERS**

### **Unifor Bargaining Committees will:**

- Negotiate into our Collective Agreements, replacements for any Unifor skilled trades members who are out of the workplace for any reason, such as; attrition; training; vacation; and disability or injury.
- Ensure all workers in the trades meet Unifor journeyman standards and get paid the same wages and receive the same benefits as the current members in the bargaining unit.

### **Because:**

- The Corporate agenda and Global Manufacturing Systems are creating a leaner and leaner workforce, which is having a negative effect on the job security of Unifor Skilled Trades members.
- The reduced numbers of skilled trades, the accountability and demands placed on the skilled trades workers, are increasing, due to less workforce availability and the increasing demand of the technological advances in the facilities.
- Corporations and Governments are now increasing the reliance on temporary workers, or contract personnel hired from temporary agencies.
- Temporary agencies take advantage of members in need of employment by profiting from their labour and by creating situations of precarious work in our workplaces.
- Corporations and Governments have not taken into consideration the immense and necessary training to enable the skilled trades' workers to be involved in all aspects of new or existing equipment.
- Past bargaining gains of time-off, have not created enough new job opportunities in the skilled trades workforce to permit meaningful time-off.
- Unifor is a labour union that vehemently opposes the use of a temporary workforce and precarious work.

**Submitted by: London Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #13: WAGE AND PENSION DIFFERENTIALS**

### **Unifor Bargaining Committees will:**

- Ensure that employers funding levels are maintained and workers' pensions are never impacted negatively by underfunding.
- Negotiate skilled trades wages and pensions reflecting the long standing skilled trades wage differential policy, as outlined in the Unifor Skilled Trades Policy Manual.

### **Because:**

- The role of Unifor skilled trades workers is becoming increasingly more demanding due to technological advances, lean manufacturing systems and work organizations.
- More and more of the facilities and their sophisticated integrated automation and processes requires skilled trades workers to constantly upgrade their skills and knowledge, requiring Skilled trades be required to accept more responsibility throughout the entire workplace.
- There is a long history of our Union's success in securing special wage and pension increases through a skilled trades differential policy formula.

**Submitted by: Windsor & Essex County Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #14: SKILLED TRADES PENSION**

### **Unifor Bargaining Committees will:**

- Set a clear goal that any skilled trades worker who has worked as a journey person in the workplace, be allowed to retire with a Skilled Trades pension.

### **Because:**

- The demographic and economic realities, in many work places have resulted in some Skilled Trades workers with less seniority being placed in non-trades jobs.
- Skilled Trades workers placed on non-trades jobs, in some workplaces, could result in them retiring at a lower pension benefit even after working most of the time in skilled trades.

**Submitted by: Oshawa & Eastern Ontario Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #15: SKILLED TRADES REPRESENTATION**

### **Unifor Bargaining Committees will:**

- Negotiate language for skilled trades to be elected exclusively by and from their group of skilled trades workers.

### **Because:**

- Unifor skilled trades policies and structures have evolved and expanded since the CAW left the UAW in 1985 and many of our current Unifor policies and structures can trace their roots back to UAW conventions, administrative and policy letters from the 1940's, 50's, 60's and 70's; and Walter Reuther's 1956 - UAW Administrative Policy Letter recognized that skilled trades have tangible problems that need special consideration and special treatment for resolve.
- This policy letter paved the way to provide that skilled trades workers shall have direct representation of their own choosing as part of local shop bargaining committees and of all national bargaining committees and that these representatives are elected by and from the appropriate skilled trades groups.
- It is very important for skilled trades workers to understand the past to be able to move forward in the future, as present day skilled trades issues and problems are often quite similar to those in the past.
- The Unifor Constitution at Article 13 states the principle that skilled trades elected workplace representatives is elected exclusively by and from their group of skilled trades workers.
- Corporations and employers over many years have had a policy of "divide and rule" and as long as they were able to effectively implement that policy, they ruled.
- The key to ending this problem of "divide and rule" is to build one powerful industrial Union within the framework of worker solidarity, as witnessed in the formation of Unifor and its Constitution.

**Submitted by: UNSTC - Advisory Board**  
**To be forwarded to the Unifor Constitutional Convention, August 2019**



## **Resolution #16: SKILLED TRADES COUNCIL DUES**

### **Unifor Bargaining Committees will:**

- Negotiate language for the Unifor National Skilled Trades Council of one-half hour dues per year as per the Unifor Constitution, form part of every Unifor Collective Agreement that covers skilled trades members.

### **Because:**

- The Unifor National Skilled Trades Council has always worked to promote and improve the Unifor Skilled Trades Program, and in recent years, we have increased and expanded our activities across Canada.
- The Unifor National Skilled Trades Council (UNSTC) has sent representatives, at the Council's expense, to express and protect the interests of Skilled Trades workers at various skilled trades boards, councils, government bodies, etc.
- Unifor National Skilled Trades Council has taken an active role in the processing of bona fide journeyman cards.
- Through the years the Council has worked diligently to protect and improve the rights and benefits of every Skilled Trades worker in Unifor.
- The only revenue that the Council has to carry on those activities is the one-half hour per year dues that it receives from its members.

**Submitted by: London Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution #17: SKILLED TRADES UNION EDUCATION FUND**

### **Unifor Bargaining Committees will:**

- Negotiate a proposal that would require the employer to pay into an Education Fund for Unifor skilled trades employees.

### **Because:**

- The Unifor Local Unions that represent workers employed by the Detroit Three automakers, first bargained an employer paid Skilled Trades Union Education Fund presently equating to five (5) cents per hour for all hours worked, for all members of the bargaining units.
- The purpose of this fund is to support/finance union directed initiatives for Skilled Trades workers, and these initiatives have been highly acclaimed as a huge success by the members.
- The Skilled Trades Union Education Program and also the Women's Skilled Trades and Technology Awareness Program are both successful examples of the programs funded.
- The Skilled Trades Union Education Fund to date has been negotiated in other Unifor sectors.

**Submitted by: BC Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution # 18: LEAVE OF ABSENCE FOR SKILLED TRADES - SOCIAL COMMITMENT**

### **Unifor Bargaining Committees will:**

- Negotiate a proposal that would require the employers to grant a leave of absence to Skilled Trades employees to participate in Canadian and International relief work projects, as approved by the Unifor National Union.

### **Because:**

- Unifor Skilled Trades workers have demonstrated that they are prepared and willing to volunteer their skills to assist in Canadian and International Relief Work Projects.
- Leaves of Absence (LOA) for Unifor Skilled Trades workers who volunteer to work on Relief Work Projects may not be granted by employers, as it is not specified in many Collective Agreements.
- The good corporate citizenship should dictate that such Leave of Absence should be granted to employees.
- Volunteering for other Unifor approved projects that require our Skilled Trades, showcase the enormous generosity and compassion of our Unifor Skilled Trades members, thereby promoting our Union.

**Submitted by: Local 100**  
**To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution # 19: PRIVACY**

### **Unifor Bargaining Committees will:**

- Negotiate language to protect workers' rights to privacy.

### **Because:**

- Technological and medical advancements have made audio/video surveillance and drug testing much more prevalent in the workplace, under the guise of preventing vandalism, theft, equipment monitoring and safety.

**Submitted by: Toronto Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

**Resolution #20: APPRENTICESHIP HARMONIZATION/PAN-CANADIAN APPRENTICESHIP PROGRAM**  
***Political Action Resolution***

**Unifor National Skilled Trades Council (UNSTC) will:**

- Support initiatives designed to empower apprentices to move anywhere in Canada to redeploy their skills and continue their apprenticeship uninterrupted.

**Because:**

- Economic circumstances often result in apprentices who are laid off or displaced from their initial and subsequent places of employment.
- Current and future skills shortages require active measures to engage retain and secure completion among registered apprentices.
- There are ongoing national and regional initiatives to undertake apprenticeship harmonization, particularly by the Canadian Council of Directors of Apprenticeship and the Atlantic Apprenticeship Harmonization project; and the Forum of Labour Market Ministers recently agreed to develop a Labour Mobility Protocol to support the movement of apprentices between jurisdictions, whether their trade is harmonized or not.

**Submitted by: Windsor & Essex County Skilled Trades Sub-Council**  
**To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution # 21: UNFAIR TRADE AGREEMENTS**

### ***Political Action Resolution***

#### **Unifor National Skilled Trades Council will:**

- Continue to support and actively participate in Unifor “Peoples Trade Campaigns”.

#### **Because:**

- The Canadian Government has in the past and is currently negotiating international trade agreements which lead to negative economic impact and job loss.
- The European Union has insisted through Comprehensive Economic and Trade Agreement (CETA) on full access to procurement by municipalities, school boards, universities, hospitals, utilities and other provincial agencies, which would significantly reduce the freedom of these bodies to hire or source locally and furthermore, the foreign companies want to bring skilled trades workers and non-trades workers from other countries to perform work on such Canadian public contracts.
- The Canadian Progressive Trans Pacific Partnership (CPTPP) has been solely negotiated under high levels of secrecy outside of the public record, and could affect trade imbalance in manufacturing and agriculture in a negative way causing job loss and economic hardship.

**Submitted by: Windsor & Essex County Skilled Trades Sub-Council  
To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution # 22: WORKING WITH LOCAL UNITS & BARGAINING UNIONS TO ESTABLISH SKILLED TRADES RECOGNITION LANGUAGE**

### ***Political Action Resolution***

#### **The National Skilled Trades Department will:**

- Assist Unifor skilled trades workers in establishing “Skilled Trades Recognition Language” in collective agreements and to secure additional provisions which safeguard and advance the interest of the skilled trades in this endeavour, whenever requested by a representative of the skilled trades in any Local Union or bargaining unit, irrespective whether they are members of the Unifor National Skilled Trades Council or not.

#### **Because:**

- The Unifor National Constitutional, Article 13 (National Skilled Trades Council - sub-section 7), requires all Local Unions and Bargaining Units to establish “Skilled Trades Recognition Language” in their collective agreements and to secure additional provisions which safeguard and advance the interest of the skilled trades. Yet some skilled trades worker in some Local Unions and bargaining units seem to experience difficulty when requesting assistance from the Skilled Trades Department.

**Submitted by: UNSTC - Advisory Board**  
**To be forwarded to the Unifor Constitutional Convention, August 2019**

## **Resolution # 23: INTERNAL ORGANIZING NON-UNSTC SKILLED TRADES MEMBERS.**

### ***Political Action Resolution***

#### **The Unifor Skilled Trades Area Sub-Councils will:**

- Actively become involved in Organizing Unifor skilled trades workers into the UNSTC Program through the use of the designated Skilled Trades Area Sub-Council “Organizer” position, currently required in every Area Sub-Council. Regular reporting of the “Organizers” activities will be an agenda item on all Skilled Trades Area Sub-Council meeting agendas and reports to all UNSTC Conferences.

#### **Because:**

- of our growth in Unifor through mergers and expansion, not all of the Unifor Skilled Trades workers are members of the UNSTC and benefit from that membership.
- Many local unions or bargaining units with Skilled Trades members are not affiliated to the Unifor National Skilled Trades Council (UNSTC) and do not participate in the Skilled Trades Program, for various reasons.
- Many Unifor Skilled Trades members may be reluctant to join the UNSTC, resulting from issues, such as; geographic distance problems; Local Union Internal Structures & Politics; Fear of Solidarity Loss with production; and possible Bargaining Committee Friction.
- Our UNSTC needs to continue and grow, with the goal of representing all of the 60,000 skilled trades members in our Union.

**Submitted by: UNSTC - Advisory Board**  
**To be forwarded to the Unifor Constitutional Convention, August 2019**



## **Resolution # 24: SOFTWOOD LUMBER FAIR TRADE RESOLUTION**

### ***Political Action Resolution***

#### **Unifor National Skilled Trades Council will:**

- Commit to fully supporting the Unifor National campaign “Building a Fair Trade Future” by joining together to take action on fair trade for the softwood lumber industry and the communities and workers that depend upon it.
- Encourage our members and all Local Union members to attend City and Town Council meeting and seek support from their Councils to publicly show their support by passing the Municipal Softwood Resolution, as per the Unifor campaign booklet “Fair Trade for Softwood”.

#### **BECAUSE:**

- UNSTC demands governments to negotiate “A Fair Deal” the Softwood lumber agreement and on all trade agreements.
- This agreement must be transparent and inclusive and must insure that all Canadian provinces retain the right to manage forest lands.
- There must be consultation with all communities including aboriginal and unions before entering into any agreement.
- Any agreement must mitigate the impact of US imposed duties through federal loan guarantees.
- Any agreement must prioritize the needs of forest-dependent communities by directing funds to targeted industrial development plans.
- And any agreement must ensure the repayment of duties is invested back into local communities.

**Submitted by: New Brunswick, Skilled Trades Sub-Council - & - Local 855 Skilled Trades Sub-Council  
(Hinton, Alberta)**

**To be forwarded to the Unifor Constitutional Convention, August 2019**

**Resolution # 25: ONTARIO-WIDE PROVINCIAL CAMPAIGN OPPOSITION TO: ONTARIO GOVERNMENT BILL 47 (SPECIFICALLY: THE “WIND DOWN” OF THE ONTARIO COLLEGE OF TRADES)**

***Political Action Resolution***

**Unifor National Skilled Trades Council will:**

Organize an Ontario-wide campaign opposing the “Wind Down” of the Ontario College of Trades (OCOT), as specified in the Ontario Conservative Government proposed Bill-47.

This campaign will mobilize members from a broad-base of Ontario concerned citizens and the Labour Movement in Ontario.

Included in the campaign mandate will be:

- a) The fight to maintain appropriate and proven “best practices” of apprenticeship program, and
- b) Appropriate apprentice to journeyman ratios.

**Because:**

- This will ensure that the appropriate Ontario government Ministry has a proper system in place to include:
  - a) “compulsory trade” classifications; enforcement of compulsory trades; and
  - b) Unbiased system for trades training that requires Provincial Certification (C of Q) and recognition of Canadian National Certification (Red Seal) qualification.
- One of the original intents of the College was to professionalize the trades and remove government involvement in the regulation and administration of the trades in much the same way that teachers, lawyers, doctors, nurses and others have in their own regulatory bodies.
- This initiative will work to ensure that the Ministry has a comprehensive consultation process with the existing Trade Boards & Trade Committees etc.
- The existing public safety, trades training and apprenticeship programs will be seriously compromised by the various disastrous proposals in Bill 47.
- The concept that at any time an elected Government can change the long-established proven processes, incorporating best practices relating to trades training and apprenticeships, with the intent to serve the political expedient purposes of the elected regime is both unsafe and unjust.
- The lack of consultation for credible input by stakeholders undermines the established program standards that safeguard the public and worker interests.
- Trade Boards have a long standing history of being recognised as a stable unbiased consultation and advisory body to the appropriate government Ministry, on trades training, certification, apprenticeship and related issues.
- Embarking on this atrocious legislative change would result in “wind down” of the existing Ontario College of Trades, this proposed legislative change can only result in the possibility of an unprecedented catastrophe that could result in fatalities, injuries and economic disaster to the citizens of Ontario.

**Submitted by: UNSTC - Advisory Board  
To be forwarded to the Unifor Constitutional Convention, August 2019**