

Resolution No. 1 - Local 554

Committee recommends concurrence with resolution as amended

United Nations International Day of Persons with Disabilities – December 3rd

WHEREAS Unifor recognizes that union members and members of their families can be touch by a wide range of visible and invisible disabilities including but not limited to; physical, mental health, cognitive, vision, hearing, learning, medical, psychiatric, speech and language disabilities; and

WHEREAS Disabilities are statistically estimated to affect 1 in 5 people in Canada and many of these people are facing higher rates of mortality, addiction or substance dependency, unemployment, isolation, harassment, and other barriers to being full and effective participants in our workplaces; and

WHEREAS Disabilities affect workers and people in every walk of life; Unifor recognizes that every person should be valued as a participating member of society; and

THEREFORE BE IT RESOLVED Commit to support and recognize the United Nations (UN) International Day of Persons with Disabilities that occurs on December 03, 2014 and aims to promote an understanding of disability issues and mobilize support for the dignity, rights and well-being of persons with disabilities.

Resolution No. 3 - Locals 4268 and 4266

Committee recommends concurrence with amended resolution

Raising work standards in the Ontario school bus industry

- WHEREAS Ontario school bus drivers perform a vital community service, transporting 800,000 students safely to and from school each day, across 18,000 designated routes; and
- WHEREAS school bus drivers are among the lowest paid transit workers, and fear a further downward pressure on wages and working conditions as the provincial government moves forward with plans to intensify competition, and lower student transport services costs, through a new Request-for-Proposal system instituted by the Ministry of Education and managed by various regional school transport consortia in Ontario; and
- WHEREAS Unifor is deeply concerned that an RFP model, focused on cost-cutting, will further deflate wages, result in more industry job losses, steer money away from training and on-bus safety investments and undermine the union's efforts to raise standards in collective bargaining for its 1,600 members; and
- THEREFORE BE IT RESOLVED that the Unifor Ontario Regional Council and all representative local unions support and endorse the campaign efforts of school bus industry members, as outlined in the policy document Steering Clear: Avoiding the RFP Trap; and
- THEREFORE BE IT FURTHER RESOLVED that Unifor Ontario locals will assist in raising these concerns, and campaign demands, with local school boards and newly-elected school board trustees in their home communities; and
- BE IT FINALLY RESOLVED that Unifor Local Unions and other school bus driver local unions be requested to provide information on RFP proposals in Ontario.

Resolution No. 4 - Locals 200 and 240

Committee recommends concurrence with the amended resolution

Pay Equity

WHEREAS Pay Equity has been recognized as a fundamental human right for many decades at the international level. In 1951, the United Nation's International Labour Organization (ILO) adopted Convention No. 100, the Convention Concerning Equal Remuneration for Men and Women for Work of Equal Value; and

WHEREAS In 1972, as part of the response to the Royal Commission on the Status of Women, Canada ratified the ILO's Convention No. 100; and

WHEREAS In 1987, the Ontario government passed the Pay Equity Act. The Act describes the minimum requirements for ensuring that an employer's compensation practices provide pay equity for all employees in female job classes; and

WHEREAS 4. (1) The purpose of this Act is to redress systemic gender discrimination in compensation for work performed by employees in female job classes; and

WHEREAS regardless of these measures, the wage gap between men and women in Canada has increased by 5% and now sits at a 34% differential; and

WHEREAS as a union we negotiate representation on all area of worker's rights, including but not limited to WSIB and Health and Safety; and

WHEREAS it is the moral obligation of trade unions to advance the rights of all workers and to end this form of discrimination; and

WHEREAS women's economic independence aids women in leaving a violent relationship; and

WHEREAS women should be joining unions in larger numbers than presently; and

WHEREAS Unifor has developed education programs for workers and representation on negotiating Pay Equity; and

WHEREAS where pay equity has been achieved we must ensure the gap does not increase due to our failure to maintain; and

THEREFORE BE IT RESOLVED that Unifor local unions make compliance with Pay Equity law a priority. That a complete and thorough analysis of all workplaces shall be undertaken by the union and that Unifor monitor pay equity compliance and maintenance in our bargaining units and workplaces, through research, local union and staff reports to the ORC on an ongoing basis. Where a workplace is not in compliance, the local union with the assistance of the National should file a complaint; and

BE IT FURTHER RESOLVED that Unifor publicize its Pay Equity successes in organizing and campaign materials where appropriate to use as a tool to encourage women to join our union; and

BE IT FURTHER RESOLVED that appropriate Unifor Industry Councils be provided educational material on their legal and social obligation of local unions to complete pay equity and that Unifor Local Unions commit to educating workplace leadership on Pay Equity through the PEL course; and

BE IT FINALLY RESOLVED that the ORC Executive, work in conjunction with the local, national union and appropriate departments to ensure pay equity is used as a tool for rooting out discriminatory pay structures on an on-going basis.