



**Ontario Regional Council**  
**December 4-5, 2015**  
**Sheraton Centre, Toronto**

**Resolution No. 1, Locals 444 and 195**

**RECOVERY DAY**

**WHEREAS;** One in five Canadians experience Mental Health or Addiction problems and many of our members and families suffer from the disease of addiction and its effects; and

**WHEREAS;** There is still stigma associated with addictions and Unifor categorically rejects the notion that such issues are so called “Self-Inflicted Injuries”; and

**WHEREAS;** Unifor recognizes that a troubled worker or family member is far more likely to make a recovery and build a new life if help is available from the employer, union and community, and if such help respects the dignity and confidentiality of the individual; and

**WHEREAS;** Recovery Day is an annual event held in September, which celebrates the ability of those with drug, alcohol and behavioral addictions to achieve long term sobriety and productive and healthy lives; and

**WHEREAS;** At the 2015 Unifor EFAP/Addictions conference, the delegates endorsed the annual day of recovery that is celebrated each September as the best way to break the stigmas of addictions and recovery

**THEREFORE BE IT RESOLVED:** That the Unifor Ontario Regional Council, recognise a Recovery day every September to support these members and their families, for the difficulties and challenges that they face, and encourage all Unifor Locals to participate in their respective communities.

Passed



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**Resolution No. 2, Local 567**

**MOBILIZE TO KEEP HYDRO PUBLIC**

- WHEREAS;** Hydro One is a valuable public asset generating \$2 billion annually for the public Treasury, funding health, education, and public services;
- WHEREAS;** Premier of Ontario, Kathleen Wynne ignored the advice of Finance Accountability Officer Stephen LeClair that the sale would actually increase the government debt and increase the cost to ratepayers; and
- WHEREAS;** province-wide independent political action by labour and its allies is the most effective way to force the Wynne government to retreat;
- WHEREAS;** publicly-owned power is essential to sovereignty and economic development that's in the public interest, including job creation in value-added manufacturing and secondary industry.
- THEREFORE BE IT RESOLVED;** that Unifor will work with the OFL to organize province-wide demonstrations against the sale of Hydro One, working with Labour Councils, affiliates, the Ontario Common Front and other allies in the fight to keep Hydro One public, keep rates affordable, and stop privatization of valuable public assets and services;

Passed



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**Resolution No. 3, Local 567**

**UNIFOR WILL WORK WITH THE OFL TO**

**WHEREAS;** fighting austerity and the rise of right wing values requires a united mobilization of Ontario's labour, social justice and equity-seeking movements.

**WHEREAS;** Unifor and the OFL must remain on the offensive if we are to continue advancing a vision in the interests of working class Ontarians and effectively capturing the public imagination.

**THEREFORE BE IT RESOLVED THAT;**

1. Expand support for labour community coalitions which build and mobilize working class resistance to the austerity agenda.
2. Strengthen links between equity-seeking communities and workplace struggles.
3. Vigorously enlarge the alliance between community organizations, mass popular movements and labour.

Passed



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**Resolution No. 5, Local 567**

**SUPPORT MIGRANT WORKERS' RIGHTS**

**WHEREAS;** the use of temporary foreign workers is a deliberate attempt of the Canadian and Ontario governments and Canadian employers to exploit the most vulnerable people in the global economy; and

**WHEREAS;** All workers deserve full labour and human rights.

**THEREFORE BE IT RESOLVED;** That Unifor will call on the Ontario Federation of Labour to work with all its affiliated to implement a plan of action to:

- 1) Have the Ontario legislature pass the OFL Migrant Workers' Bill of Rights;
- 2) Have the Ontario legislature allow migrant agricultural workers to unionize;
- 3) Develop an organizing plan to defend the civil and labour rights of temporary foreign workers;
- 4) Press the Canadian government to ratify the International Covenant on the Protection of the Rights of all Migrant Workers; and the International Convention Concerning Decent work for Domestic Workers

Passed

**Resolution No. 6, Local 229**

**VIOLENCE IN THE WORKPLACE**

**REGARDING SERVICE INDUSTRIES WHERE MEMBERS ENGAGE DIRECTLY WITH THE PUBLIC**

- WHEREAS;** almost one out of five incidents of violent victimization in Canada occurs in the workplace (*Criminal Victimization in the Workplace, Stats Canada 2007*); and
- WHEREAS:** four out of five Canadians who said they had unwanted experiences did not report this behavior to their employers (*"It's Never OK" Government of Ontario, 2015*); and
- WHEREAS;** as many as 72% of nurses do not feel safe from assault at work (International Council of Nurses, 2004) and Personal Support Workers are at the highest risk of being attacked at work (*Kingma, 2001*); and
- WHEREAS;** workplace violence reports of lost time injuries in 2013 were Healthcare/service industry 639, manufacturing 77, construction 10 and mining 1; and
- WHEREAS;** certain occupational groups tend to be more at risk from workplace violence. These occupations include: health care employees, correctional officers, social services employees, teachers, municipal housing inspectors, public works employees, retail employees, hospitality and gaming employees (*CCOHS*); and
- WHEREAS;** OLRB, Bill 168 OHS, WSIB and Provincial Offences Act legislation do not support most employee reported claims of violence in the workplace; and
- WHEREAS;** 2000 bus driver assaults are reported each year in Canada. In the B.C. Lower Mainland alone there were 251 reported incidents of driver abuse between 2012 and 2013—more than half of which involved a weapon. Canadian taxi drivers had the highest rate of occupational-related homicide in the country in 2011, higher than police officers. (*Unifor.org*)
- THEREFORE BE IT FURTHER RESOLVED;** that Unifor National Education and Health, Safety and Environment departments update materials to reflect the information and prevalence on violence in the workplace; and
- THEREFORE IT BE FURTHER RESOLVED;** that an education and awareness campaign be developed and shared with Ontario Unifor members on violence in the workplace

with a focus on prevention and the steps to follow if you have been injured or witnessed an event; and

**THEREFORE BE IT FINALLY RESOLVED;** That Unifor create a campaign to force employers to meet their legal obligations to provide workers a physically and psychologically, healthy and safe workplace, and encourage Ontario local unions to lobby their MPP's with these tools.

Passed



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**Resolution No. 7, Local 1688**

**Emergency Resolution**

**PROMOTING LICENSED TAXI SERVICES IN ONTARIO**

**WHEREAS;** new online "ride-sharing" technologies are revolutionizing an age-old problem in the taxi industry — namely that unlicensed (or 'bandit') cabs will illegally provide taxi services to customers, while undercutting wages, work standards and public safety; and

**WHEREAS;** the growth of unlicensed taxis, and the refusal of corporations, such as Uber, to work within the existing regulatory framework, encourages more precarious forms of work, while undermining the tenets of local democracy; and

**WHEREAS;** a new private members bill introduced by MPP Tim Hudak threatens to further undercut the regulated taxi industry, and passed second reading on October 29;

**THEREFORE BE IT RESOLVED;** that the ORC, on behalf of Ontario's taxi workers, commit to engage provincial MPPs and municipal representatives, to seek policy solutions discouraging the use of 'bandit' cab operations; and

**THEREFORE IT BE FURTHER RESOLVED;** that the ORC will dissuade staff, members, locals, and delegates from using unlicensed taxi services.

Passed



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**Resolution No. 8, ORC Health, Safety, Environment Standing Committee**

**Emergency Resolution**

**Unifor and the OFL to advocate for the restoration of union members access to the Office of the Worker Advisor**

- WHEREAS;** more than 40,000 Ontario workers filed lost time claims last year to the Workplace Safety and Insurance Board;
- WHEREAS;** almost two decades ago the Conservative government of Mike Harris amended the Ontario Workers Compensation Act to exclude members of a trade union and their survivors from the services of the Office of the Worker Advisor (OWA);
- WHEREAS;** Ontario is the only province in Canada that excludes union members from access to public worker advisor service like the OWA;
- WHEREAS;** our union compensation representatives strive to provide conclusive, expert service to our membership but from time to time those representatives may change or leave office as a result of retirement, promotion or illness;
- WHEREAS;** these representative changes may leave new representatives with little training or experience;
- WHEREAS;** other already overworked union compensation representatives frequently offer representation to injured members of other local unions out of a sense of duty;
- THEREFORE BE IT RESOLVED;** that Unifor Ontario Regional Council work with the new Executive of the Ontario Federation of Labour to demand the Ontario government deem the OWA as an essential service for maintaining a functioning representation system for injured workers in Ontario including members of a trade union and their survivors.

Passed