

# Resolutions

## Atlantic Regional Council 2026



# Resolution #1

## Addressing Workplace Fear and Promoting Psychological Safety

### Unifor Atlantic Regional Council Will:

1. Formally recognize the impact of workplace fear and lack of psychological safety on employee well-being and organizational health; and
2. Engage in open and meaningful discussions to better understand the root causes of workplace fear and psychological safety concerns, and their effects within the workplace; and
3. Establish processes to identify psychological safety risks and recommend measures that promote psychological safety, protect vulnerable workers, and encourage open communication without fear of reprisal; and
4. Work alongside Unifor leadership to provide guidance, resources, and supports that help strengthen worker confidence and improve workplace communication. Next steps, responsibilities and timelines will be established for this work.

### Because:

- There is an increasing awareness the growing perception of fear and anxiety within workplaces, which has negatively affected morale, trust, communication, and collaboration; and
- Employees, particularly but not exclusively immigrants and new workers, feel vulnerable and believe that speaking openly about workplace issues may result in negative repercussions, which leads to reluctance to raise concerns, provide feedback, or assert workplace rights; and
- There can be reluctance among some longer-serving employees to train or support newer workers, rooted in fears of job insecurity and the belief that sharing knowledge could threaten their own positions; and
- Certain workers may be more susceptible to pressure due to personal or professional circumstances, contributing to an environment in which compliance may be driven by fear rather than mutual understanding or agreement.

### Submitted by Local 62-N

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President