



ONTARIO REGIONAL COUNCIL 2025



December 5 — 7 | Toronto, Ontario

A Message from your Ontario Regional Council Chair and Director

Dear Unifor Ontario Local Unions;

The 2025 Ontario Regional Council (ORC) will be held in-person at the Sheraton Centre Toronto Hotel, Toronto, from December 5 to 7, 2025. Please ensure delegates are prepared to stay until adjournment on Sunday, December 7 at 12:00 p.m.

Our union continues to engage in a once-in-a-generation struggle. Our jobs, our communities, and our very livelihoods are under threat - but Unifor members are standing strong. Whether at the bargaining table, at the picket line, or at rallies, Unifor is the last line of defence, holding our politicians and employers accountable as we fight for our future and our Ontario grown industries.

This year, Council focuses on our continued commitment to *Protecting Canadian Jobs* and the communities they sustain. We, as members of Unifor, are not just fighting for today - we're building for the future. We grow Ontario!

We encourage locals to support the participation of equity deserving members by selecting equity representation (Women, Black, Indigenous and Workers of Colour, Workers with disAbilities, LGBTQ and Young Workers 35 and under) as part of their delegation. As part of our ongoing commitment to equity, we are requesting that locals utilize the special delegate entitlement allotted under the ORC bylaws.

Additionally, in accordance with the Unifor Constitution and the ORC By-laws, elections will be held to fill all positions on the Executive and Standing Committees.

Registration is required in advance and will take place via our online registration system. Local Union Presidents have received the 2025 online usernames and passwords. If you require assistance, please email Catarina.Xhuli@unifor.org Local Delegate Entitlement information will be sent in a separate email.

We look forward to seeing you in Toronto!

In solidarity,



Shinade Alder
Ontario Regional Council Chairperson



Samia Hashi
Ontario Regional Director

Tentative Agenda

Wednesday, December 3, 2025

- Northern Ontario Leadership Meeting (NOLM) at 9:00 a.m.
- Presidents Meeting at 1:00 p.m.

Thursday, December 4, 2025

- Industry / Sector Meetings
- Standing Committee Meetings
- ORC Registration begins at 2:00 p.m.

Friday, December 5, 2025

- ORC Registration begins at 7:30 a.m.
- Call to Order at 9:00 a.m.
- Ontario Regional Director's Report
- Ontario Regional Council Chairperson's Report
- Ontario Regional Council Secretary-Treasurer's Financial Report
- Debate on Recommendations and Resolutions
- Nominations
- Ontario Regional Council Standing Committee Presentations
- Guest Speaker(s)
- Evening Social Event

Saturday, December 6, 2025

- ORC Registration begins at 8:30 a.m.
- Call to Order at 9:00 a.m.
- Elections
- Debate on Resolutions and Recommendations
- Ontario Regional Council Standing Committee Presentations
- Guest Speaker(s)
- Employee Family Assistance Program (EFAP) Social Event

Sunday, December 7, 2025

- Call to Order at 9:00 a.m.
- Debate on Resolutions and Recommendations
- Ontario Regional Council Standing Committee Presentations
- Guest Speaker(s)
- Adjournment at 12:00 p.m.

Registration

Registration is online, please visit <https://register1.unifor.org>. **The registration deadline is Friday, November 14, 2025.**

Your Local's registration information has been sent via email. As the head of the delegation, it is the President's responsibility to register all members of a Local's delegation.

To register your delegation, select one of the following events:

1. Northern Ontario Leadership Meeting (NOLM) Wednesday, December 3, 2025(9:00 a.m. to 12:00 p.m.)
2. ORC Presidents Meeting Wednesday, December 3, 2025 (1:00 p.m. to 5:00 p.m.)
3. Ontario Regional Council December 5 - 7, 2025

To register for multiple events, please log out and log back in to select the next event on the home screen.

Locals are encouraged to register a full delegation along with Special Delegates (keeping in mind our equity seeking groups) and observers for this year's ORC. When registering your delegation online, you must put in a unique email for each participant. Once registered, the system generates an email directly to the participant to self-identify and register for the equity caucuses. All equity caucuses are for members who self-identify with an equity seeking group.

Important Notes!

Current members of the Ontario Regional Council Executive and non-equity Standing Committees must be registered as part of your Local's delegation, as a delegate from your local.

If you require a change to your Local's registration or you experience any difficulties with your registration, please send an email to Catarina.Xhuli@unifor.org.

Delegation Designations

Delegates are the only members of the delegation to get both voice and vote at Council. Each local has a limited number of delegates based on the following calculations:

- local unions with 1 to 250 members - 1 delegate
- local unions with 251 to 500 members - 2 delegates
- local unions with 501 to 750 members - 3 delegates
- local unions with 751 to 1,000 members - 4 delegates
- local unions with 1,001 to 1,250 members - 5 delegates

Plus one additional delegate for each additional 250 members. Please refer to Council bylaws for information on amalgamated local unions. [ORC bylaws can be found here on Unifor.org](#).

Special Delegates have voice but no vote at Council. This may include members of your executive, unit chairs or members of equity seeking groups (BIWOC, Young Workers, Workers with disAbilities, LGBTQ or Women.)

Delegate Status

Delegates

Delegates are the only members of the delegation to get both voice and vote at Council. Each local has a limited number of delegates based on the calculations. Only Delegates are eligible to run for positions voted on from the floor. (i.e.: ORC Executive positions and non-equity Standing Committees.)

Special Delegates

Special Delegates have voice but no vote at Council. This category may include members of your executive, unit chairs or members of equity-seeking groups (BIWOC, Young Workers, Workers with disAbilities, LGBTQ or Women.) Equity-seeking Special Delegates are eligible to run for positions on their respective equity committees.

Alternates

Alternates may replace a voting delegate in the event a delegate is called away from Council. Alternates do not have voice or vote unless they are replacing an absent delegate. Alternates should not exceed the number of delegates.

Observers

Observers have no voice or vote at Council and may be members who do not qualify as special delegates. Locals may register multiple observers.

Elections

In accordance with Council bylaws, following a Constitutional Convention, ORC must elect all positions for the next 3-year term. Positions to be filled as follows:

- Chairperson (1)
- Vice Chairperson (1)
- Secretary-Treasurer (1)
- Member-at-Large (8)
- Health, Safety and Environment Standing Committee (3)
- Political Action Standing Committee (3)
- Employment Insurance/Canada Pension Plan Standing Committee (3)
- Workers Compensation Standing Committee (3)
- EFAP Standing Committee (3)

Equity Standing Committees:

- BIWOC Standing Committee (3)
- LGBTQ Standing Committee (3)
- Women's Standing Committee (3)
- Workers with DisAbilities Standing Committee (3)
- Young Workers Standing Committee (3)

Candidates must confirm local support by filling out the Confirmation of Support for Elections form found on the [event webpage](#).

*NOTE: Equity Standing Committee positions will be filled by peer election during their designated equity caucus meeting. Elections happening on the floor of Council will take place Saturday, December 6. Registration and changes to delegate status will be closed one hour prior to voting.

Resolutions

Bylaw Amendments

Please note that in accordance with ORC bylaws Article 9: Amendments:

The bylaws of the Regional Council may be amended by a 2/3 majority vote to approve a resolution of a local union or a recommendation of the Executive Committee provided that all local unions have been given 30 days notice of a resolution or recommendation to amend the bylaws.

In order to comply with Article 9, any resolutions pertaining to **bylaw amendments must be submitted no later than November 1, 2025**. Bylaw Amendment proposals may be submitted via email to Catarina.Xhuli@unifor.org

Locals would then be given notice no later than November 5, 2025.

General Resolutions

General resolutions to be considered by the Ontario Regional Council must be received no less than 15 days prior to the opening of Council.

The general resolution deadline is November 20, 2025. We encourage you to send your resolutions prior to this date via email to Catarina.Xhuli@unifor.org

General resolutions may be submitted via email to Catarina.Xhuli@unifor.org

Please refer to the sample resolution for a clear language explanation of how to compose your resolution.

Tips for making resolutions clear for everyone to understand:

- Cover only one main issue per resolution.
- Use sentences that are clear, direct and short.
- Use words that your readers will easily understand – avoid jargon, abbreviations and acronyms.
- Be specific. Explain what you want to see happen: What you want to change, how you want it done, who you want to do it, and when you want it to happen.



Sample Resolution



Ontario Regional Council Sample Resolution

Unifor Ontario Regional Council Will:

1. Encourage all Ontario locals to use the recommended format for resolutions;
and
2. Encourage all Ontario locals to keep resolutions at 200 words or fewer

Because:

- The resolutions committee need proper signatures to know the resolution comes from a local and has been approved; and
- Using simple words like “will” and “because” helps delegates understand the resolution, especially new delegates

Submitted by Unifor local:

Jane Smith, President

John Smith, Recording Secretary

Equity Caucuses

In an effort to ensure that members of equity-seeking groups are able to focus on the important work of their caucuses and participate in any and all caucuses, as applicable to them. A schedule of caucuses is as follows:

Friday, December 5

Workers with DisAbilities Caucus - Lunch
Young Workers Caucus - upon adjournment
2SLGBTQIA+ Caucus - upon adjournment

Saturday, December 6

BIWOC Caucus - Breakfast
Women's Caucus - Lunch

Depending on timing, meals or light refreshments may be provided. Please note that Equity Caucuses will be open to those who self-identify only. Allies will not be invited to attend.

Accommodations and Travel

Hotel

A block of rooms has been reserved at:

Sheraton Centre Toronto Hotel

123 Queen Street West, Toronto

A rate of \$253 per night for a Traditional Room, single or double occupancy.

Please make your reservations under the **Unifor Ontario Regional Council December 2025**

[Book your group rate for Unifor 2025 Ontario Regional Council online.](#)

The cut-off date to reserve in the block is Friday, November 7, 2025.

Travel

Air Canada Discount

Air Canada has offered savings to our delegates who will be traveling by air. If you wish to take advantage of these savings, please contact Air Canada at 1-888-247-2262 (in Canada), TTY 1-800-361-8071 (hearing impaired) or online at aircanada.com. In all cases, please quote promotional code **VUBN6JR1**.

VIA Rail Discount

Via Rail has offered 5% off the best available fare in Economy, Economy Plus, Business, Business Plus and Sleeper Class. If you wish to take advantage of these savings, please contact VIA Rail at 1-888-842-7245 (in Canada), TTY 1-800-268-9503 (hearing impaired) or online at viarail.ca. In all cases, please quote promotional code **811133**.

Accessibility

Unifor seeks to make all union meetings and events accessible and barrier free.

If you require accommodation for a human rights related need (Visual, Hearing, Mobility, Endurance, Assistance) we invite you to provide us with your relevant information so that we can take all reasonable steps to address any barriers to your participation. Please email requests to

Catarina.Xhuli@unifor.org

Child Care

Child care will be provided during business hours of the ORC. Included with this package, you will find the Unifor Child Care Registration Form. **The form must be completed and returned no later than Friday, November 7, 2025.**

Please complete the child care registration form attached and send to the attention of Laurie Wright at the Unifor Education Centre by fax: (519) 389-3544 or email fecchildcare@unifor.org.

Summary of Deadlines

Please make note of important deadlines for this upcoming ORC:

- Bylaw Amendment Proposals Deadline - November 1, 2025
- Sheraton Centre Hotel Accommodations Deadline - November 7, 2025
- Child Care Registration Deadline - November 7, 2025
- Event Registration Deadline - November 14, 2025
- General Resolutions Deadline - November 20, 2025

