

RESOLUTIONS

June 26, 2025



Constitutional
Convention



Congrès
statutaire

———— 2025 ————

These Convention Resolutions are the resolutions submitted by Unifor local unions to the National Secretary-Treasurer in accordance with the process in Article 6.C.1 of our Constitution. Some resolutions have been edited to improve readability or to add clarity.

All resolutions will be reviewed by a Resolutions Committee which will recommend concurrence or non-concurrence. That Committee may also rewrite a resolution, or combine similar resolutions, or provide a substitute resolution, providing it does not contradict the intent of the local union.

Errors and omissions are subject to correction.



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AI TECHNOLOGY

UNIFOR WILL:

1. Create guidelines for locals to use for drafting language for collective bargaining purposes.
2. Identify areas where model language can be provided to help provide a basis for introducing protections related to AI in the workplace.
3. Develop bargaining language that allows the union to challenge employers on the inaccuracies in their metrics.
4. Create standards that govern and limits the use of AI based employee management.
5. Create an education program on AI to help locals identify the various way AI can or is being utilized in workplaces that may not be immediately obvious to the membership or the local leadership.
6. Continue to ensure that Unifor departments will monitor the emerging technology, related legislation and any potential impacts to Unifor workplaces and share this information with locals.

BECAUSE:

- AI technology is moving quickly into our workplaces in many cases faster than our collective agreements can catch up
- Grappling with the new technologies is challenging to address due to the variety of ways it is implemented in the individual workplaces.
- Employers are increasingly relying on AI metrics to track, assess and in some cases discipline employees, and the metrics may be inaccurate.
- Unifor is already taking the lead to address the emerging issues of AI in our workplaces.

Respectfully submitted by Local 5555

TRANSIT SERVICES BY PUBLIC SECTOR WORKERS

UNIFOR WILL:

1. Advocate for transit services across Canada to be operated and maintained by public sector workers wherever possible;
2. Provide full support for locals representing public sector transit workers to bargain language in their collective agreements prohibiting the operation and maintenance of any transit services from being contracted out to private corporations; and,
3. Provide full support for locals representing transit workers currently in the private sector to bargain wages, benefits, and working conditions in line with their public sector counterparts.

BECAUSE:

- Politicians at all levels of government attempt to reduce costs for transit services by contracting out the operation of transit services to private corporations at the expense of wages, benefits, and working conditions of transit workers.
- Transit workers are subject to stressful working conditions, including harassment and assault, and deserve to be well-compensated for the service they provide in their communities, which private corporations do not do in comparison to their public sector counterparts.
- Public sector transit workers reinvest their earnings and pay taxes back into the communities they live in, whereas private corporations funnel taxpayer dollars into the pockets of business owners, and shareholders.
- Public transit is an important community service and a form of transportation infrastructure, not a profit-driven enterprise to be contracted-out to the lowest bidder.

Respectfully submitted by Local 4050, Local 4304

CANADA HEALTH ACT

UNIFOR WILL:

1. Demand the federal government to enforce the Canada Health Act
2. Demand the federal government to amend the Act to provide a consistent definition of “medically necessary” across the country.
3. Demand the federal government to enforce that all medically necessary procedures are covered as per the Act and not privately purchased and/or privately charged.
4. Demand the federal government to cause a return of monies to people that have been illegally collected/paid to by private institutions.
5. Bring together the labour movement and allies to fight against the privatization of our universally accessible health care.

BECAUSE:

- Currently the federal government is not enforcing that Canada Health Act at least in the province of Ontario under the Ford government.
- Private medical clinics are charging exorbitant amounts of money for eye surgeries for example covered by OHIP and charging the system for the same procedure(s).
- Private clinics are not being truthful to patients about medically necessary procedures and lenses etc.
- Canada Council 2023 adopted Resolution No. 7: Defend Universal Health Care Benefits Under Attack.

Respectfully submitted by Local 333

PROVINCIAL RESOURCES TO PROTECT INJURED WORKERS' RIGHTS

UNIFOR WILL:

1. Provide a resource person in every province, that will inform injured workers of their rights following a workplace accident; and
2. Provide funding to ensure an equal service for all Unifor members.

BECAUSE:

- Members often do not know their rights;
- Members are not advised of their rights by workers compensation boards;
- Workers compensation boards purposefully do not inform injured workers of their rights; and
- After an accident the injured member is often under shock.

Respectfully submitted by Local 29

INJURED WORKERS DEPARTMENT

UNIFOR WILL:

1. Establish an Injured Workers Department.
2. Staff the Injured Workers Department with experienced and competent personnel to assist Member Representatives with updated training for each province.
3. The primary function of the Injured Workers Department will be directing members to worker representatives for assistance, especially locals without existing injured worker representatives.
4. Inform all members of available services, including training, in each province for injured workers representatives.

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.
- Unifor National has stated there is no obligation to represent injured workers in their claims especially locals without existing injured workers representatives.
- Provincial Workplace Insurance entities are evermore complex and quasi-legal in nature.
- Members deserve competent and experienced representation.

Respectfully submitted by Local 100

EI REFORM FOR SEASONAL WORKERS

UNIFOR WILL:

1. Ask the Government of Canada to change how Employment Insurance (EI) benefits are calculated for seasonal workers.

BECAUSE:

- Seasonal workers are key to Newfoundland and Labrador's economy.
- The current EI system reduces benefits by using the end date of work, causing financial hardship.
- Using the start date of work for calculations will provide fairer benefits.
- This change supports workers during off-seasons.

Respectfully submitted by the Fish, Food and Allied Workers (FFAW-Unifor)

TEMPORARY FOREIGN WORKER PROGRAMS AND REGULARIZATION OF IMMIGRATION STATUS

UNIFOR WILL:

With its Regional Councils and BIWOC committees, launch an education and advocacy campaign to support migrant workers by:

1. Urging the federal government to end employer-specific permits and implement open work permits and status on arrival for all migrant and undocumented workers;
2. Advocating for permanent residency for all and access to services—housing, health care, education—regardless of status;
3. Partnering with migrant-led groups like the Migrant Workers Alliance for Change to defend and expand rights;
4. Educating members and the public about migrant worker issues, and rejecting anti-immigrant rhetoric;
5. Calling for the end of precarious immigration programs and promoting a just, universal, rights-based system;
6. Encouraging members to support local migrant organizing, host events, and challenge anti-immigrant narratives in workplaces and communities.

BECAUSE:

- Canada's Temporary Foreign Worker (TFW) programs are expanding to address permanent labour shortages, often creating exploitative, precarious, and discriminatory conditions for workers—particularly BIWOC who face systemic barriers;
- These programs lack adequate protections and pathways to permanent residency, and contribute to wage suppression and erosion of labour standards.

Respectfully submitted by Local 5555

DEMAND GOVERNMENT DESIGNATE COMEDY AS AN ART FORM, SUPPORT COMEDIANS

UNIFOR WILL:

1. Demand that the Government of Canada designate comedy as an art form and support Canadian comedians through arts funding, as it already does for other art forms.
2. Work with federal and provincial arts councils to include stand-up comedians as candidates in their funding cycles.
3. Help create economic opportunities for comedians.

BECAUSE:

- The Canada Council for the Arts and the provincial arts councils do not recognize comedy as an artistic activity or artistic discipline, thereby excluding stand-up comedians from arts funding opportunities.
- Comedians in Canada do not have access to public arts funding to tour, develop their craft, create material, produce albums, and reach new audiences.
- Canadian jobs, artistic expression and national identity need to be protected. Some of the most acclaimed comedians worldwide are Canadians and comedy represents one of Canada's greatest artistic exports, yet limited opportunities for career development contribute to comedians leaving Canada en masse in search of work.

Respectfully submitted by Canadian Freelance Union

RESIST ATTEMPTS TO IDLE PRODUCTION, CLOSE PLANTS, MOVE EQUIPMENT AND MACHINERY

UNIFOR WILL:

1. Actively resist any attempt to idle production, close plants, export tools or machinery or any other means of production from plants that have reduced or ceased operations, by any means necessary.
2. Provide material support for any workers who act to prevent equipment and machinery from being removed from their workplaces.

BECAUSE:

- Donald Trump's unjust trade war threatens the manufacturing base of the Canadian economy and the existence of our union.
- Companies will be under tremendous pressure to relocate manufacturing to the United States.
- Every job exported will never come back. This will hinder our ability to organize workers and to protect and advance the interests of working people in this country.

Respectfully submitted by Local 1285

ALLOW RETIREES TO BE DISCUSSION LEADERS

UNIFOR WILL:

1. Allow retired Unifor members in good standing to be eligible to serve as discussion leaders for the Unifor Education Department.
2. Retain discretion over the appointment, assignment, and continuation of retired members in these roles via the Education Department.
3. Ensure that retired members are held to the same conduct and performance standards as active members serving in educational capacities.

BECAUSE:

- This resolution recognizes the valuable experience and contributions of retired members to Unifor's education programs and ensures that knowledge, mentorship, and leadership are preserved within the union.
- Retirement from active membership shall not disqualify a member from continuing, beginning, or resuming work in educational roles, provided they meet the standards and expectations established by the Education Department and remain in good standing as retired members under the Constitution.
- All retired members shall be eligible for travel expenses, per diems, as well as a stipend determined by the Education Department and the National Executive.
- Unifor is based on education; to dissuade retirees from sharing their wealth of knowledge would be a detriment to both Unifor and its membership.
- The mentorship and knowledge brought forward to new and upcoming discussion leaders would be invaluable.

Respectfully submitted by Local 4050

TRANSFER OF PAID EDUCATION LEAVE (PEL) FUNDS

UNIFOR WILL:

1. Allow amalgamated locals the ability to vote to transfer PEL funds to other bargaining units within their locals.

BECAUSE:

- Smaller bargaining units cannot build up enough PEL funds within a reasonable amount of time to afford training and education at PEL.
- This will further the education and training of our members to be better equipped to represent their Unifor brothers/sisters/siblings.
- Make better use of available funds that are not being used.

Respectfully submitted by Local 914

ADD EQUITY SEEKING GROUPS TO COMMITTEES

UNIFOR WILL:

1. Add equity seeking groups to constitutional and resolutions committees as per, but not limited to, Article 2: Statement of Principles (11. Gender and Equity).

BECAUSE:

- Equity-seeking groups are often marginalized in traditional decision-making processes and need a platform to advocate for their interests; and
- By ensuring representation of all members, the committees can address systemic barriers and discrimination; and
- Involving equity-seeking groups in the drafting of resolutions and constitutional amendments ensures that these documents are relevant and inclusive, addressing the unique needs and experiences of all members; and
- A more inclusive and representative union is a stronger union, better equipped to serve its members and fight for social justice.

Respectfully submitted by Local 1-S

HIRE MORE LAWYERS

UNIFOR WILL:

1. Hire more lawyers, opening up geographic satellite offices, and increase availability for all Unifor locals to fairly and equitably use these resources, minimizing the legal costs currently being assumed.

BECAUSE:

- Unifor Constitution Article 3 states the objectives of Unifor are to guarantee that every member receives equal treatment under the constitution. However, in the matter of direct access to legal representation and opinions provided by Unifor there has shown to be an inequity with all Unifor locals not being given the same opportunity to avail themselves of legal opinions and arbitration representation by Unifor Lawyers.
- It is essential in our democratic union to ensure that every Unifor member receives equal treatment under the Constitution and our grievances and arbitration process is of paramount importance to our rank-and-file union members. We should ensure that defending our members is of top importance to Unifor and that legal assistance is available to every Unifor local, independent of our Unifor National Representative, in a fair and equitable manner, thus fulfilling the Unifor Constitution Article 3 statements that an objective of Unifor is: to guarantee that every member receives equal treatment under this Constitution.

Respectfully submitted by Local 401

SUPPORT PALESTINIAN TRADE UNIONS AND PALESTINIAN WORKERS

UNIFOR WILL:

1. Work with Global Union Federation partners, national and international unions and other allied organizations and coalitions to support Palestinian Trade Unions and Palestinian workers who are affected by the ongoing genocide.
2. Endorse the call by Palestinian trade unions for an arms embargo on Israel.
3. Educate members on issues impacting Palestinians, including how to combat Islamophobia, anti-Arab racism, and antisemitism through Unifor's Education program.
4. Continue to demand a permanent ceasefire, sustainable peace and end to the occupation of Palestinian territories.

BECAUSE:

- Unifor has endorsed the Palestinian civil society call for boycott, divestment, and sanctions (BDS), and is committed to human rights and international solidarity.
- Unifor has endorsed the Palestinian civil society call for boycott, divestment, and sanctions (BDS) at its 2017 Canada Council; and
- Unifor is committed to human rights and international solidarity; and
- As trade unionists, we must stand in solidarity with Palestinian trade unions.
- International legal rulings have declared Israel's occupation of Palestine (including the West Bank and East Jerusalem) to be a violation of laws that obligates governments to prevent, prohibit, and eradicate racial segregation and apartheid.

Respectfully submitted by Local 2025 and the Candian Freelance Union

TRANSPARENCY IN FISH PRICES FOR NEWFOUNDLAND

UNIFOR WILL:

1. Support the Fish, Food and Allied Worker's call for the Government of Newfoundland and Labrador to create a system to oversee reporting of fish price sales.

BECAUSE:

- The fishing industry supports Newfoundland and Labrador's economy and 13,000 Unifor members in the Fish, Food and Allied Workers Union (FFAW-Unifor).
- Fish harvesters face unfair prices due to lack of transparency and weak bargaining power.
- Fair prices help harvesters and plant workers earn a living and keep the industry stable.
- Oversight will ensure fair prices, stronger bargaining, and sustainable coastal communities.

Respectfully submitted by the Fish, Food and Allied Workers (FFAW-Unifor)

**ADDRESS CONSTITUTIONAL AMENDMENTS BEFORE OTHER RESOLUTIONS
AND BUSINESS**

UNIFOR WILL:

1. Address constitutional amendments before other resolutions and business.

BECAUSE:

- Constitutional amendments relate to fundamental principles, structures, and guidelines that govern Unifor's operation, governance and decision-making process; and
- These amendments may impact the way Unifor operates, including changes to its structure, the number of delegates from each local, or the allocation of resources; and
- Addressing constitutional matters first ensures that these foundational decisions are made thoughtfully and with proper due process, before considering other issues; and
- By prioritizing constitutional amendments, Unifor demonstrates a commitment to its fundamental structure and a commitment to its members and their rights.

Respectfully submitted by Local 1-S

CREATE A FAMILY EDUCATION CENTRE (FEC) HISTORICAL OVERVIEW SHEET AND VIDEO

UNIFOR WILL:

1. Unifor will create a Union Family Education and historical overview sheet and video to document the union's history and significance including all past leadership.
2. This material will include:
 - The date and purpose of the Centre's acquisition.
 - The site's transformation from previous ownership into a union education facility.
 - Details of on-site monuments and markers.
 - Profiles of all past union leaders and their impact.
 - The union's historical development leading to the formation of Unifor.
 - Video of the entire facility and what it offers.
 - A statement on why the Centre is considered a leading global example of union education.
 - Including territories and treaties.
3. The video and overview sheet will be shared in both print and digital formats and presented during plenary sessions at the Centre.
4. Local unions and committees will contribute archival content, photos, and testimonials to enrich the material.
5. An annual review process will update the content to reflect changes, achievements, or additions.
6. Unifor leadership will allocate the necessary resources to support the production, distribution, and updating of these historical materials through the Education and Communications departments.

BECAUSE:

- Unifor Education Centre and Forums will continue to be vital sites for labour education, leadership development, and union solidarity.
- Understanding our history will deepen the connection among members and strengthen Unifor's collective identity.
- The evolution of our union and its role in the formation of Unifor will be documented as part of our union's shared legacy.
- Previous labour actions-including those in Gander, Regina, Thunder Bay, and Goderich-will be recognized as important educational tools that honour the leaders, members of job actions Unifor has taken. It is essential that we preserve Unifor's 12-year history, including moments and perspectives we may not all agree with. Our history, in all its complexity, belongs to all of us.

RESTORE ALL HISTORICALLY SIGNIFICANT VIDEOS AND DIGITAL CONTENT

UNIFOR WILL:

1. Restore all historically significant videos and digital content that has been removed from social media or other platforms.
2. Create a safe and accessible archive that is member accessible to support educational and historical programming.
3. Dedicate a team to oversee the identification, restoration, cataloguing, and storage of these digital records.
4. Encourage local unions to contribute any archived digital media from past actions or events to strengthen the collection.
5. Allocate appropriate resources and technical support to ensure successful recovery, preservation, and member access to these digital historical materials.

BECAUSE:

- It is important to recognize digital media including videos of strikes, campaigns, and solidarity movements as key parts of our Union's history.
- It is important to restore and archive, for member education and historical preservation, inaccessible digital content.
- It is important to share this valuable history with members.

Respectfully submitted by Local 673

PRESERVATION OF ON-SITE ARTIFACTS AT THE UNIFOR FAMILY EDUCATION CENTRE

UNIFOR WILL:

1. Implement a preservation and restoration program to assess, repair, and maintain all deteriorating artifacts at the Family Education Centre.
2. Enlist professional support to conserve delicate or historically significant items appropriately.
3. Inventory and document all on-site artifacts to ensure transparency and ongoing maintenance.
4. The Family Education Centre's historical installations will be included in member tours, education sessions, and new media created.
5. Dedicate the necessary resources, including funding and staffing to preserve and protect these physical pieces of our shared labour history for future generations.

BECAUSE:

- Physical artifacts located at the Unifor Family Education Centre-such as commemorative plaques, historic signage, educational displays, and documents are a vital part of our Union's story.
- Time, weather, and wear have damaged some items, and without immediate action, these artifacts risk permanent loss.

Respectfully submitted by Local 673