

RESOLUTIONS AND CONSTITUTIONAL AMENDMENTS

**Unifor Constitutional Convention
Toronto, Ontario
August 8-12, 2022**

ENSEMBLE  TOGETHER

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RESOLUTIONS

Our Telecoms, Our Jobs

UNIFOR NATIONAL WILL:

1. Support the position that the federal government should uphold a level of accountability for companies who receive federal funds to build telecommunications infrastructure.
2. Support the position that the federal government implement legislation that would require any Canadian telecommunications company who receives government funding to publicly report any operations that are contracted out, both domestically and overseas (offshore).
3. Support the position that such legislation be a part of a broader framework around due diligence – measures that would require Canadian telecommunications companies to ensure that human rights and labour standards are met in the supply chain (including contracted work overseas), based on the OECD Guidelines for Multinational Enterprises and UN Guiding Principles on Business and Human Rights.

BECAUSE:

- Telecommunications services are essential services in our society and the Canadian Radio-television and Telecommunications Commission (CRTC) declared broadband internet as a basic service under its Universal Service Objective.
- A significant amount of funding across all levels of government – including several large federal programs – has been dedicated to building broadband infrastructure across the country.
- Funding for broadband infrastructure has gone to various telecommunications providers without any “strings attached” related to good, local jobs.
- Canadian service providers who receive government funding for projects are not prevented from contracting and sub-contracting out work to reduce labour costs, which is an ever-increasing reality in the industry.
- Some Canadian service providers contract work overseas to further reduce their operational costs, where strong labour and human rights standards may be lacking.
- There is a lack of transparency and public reporting with regard to contracting out or offshoring work by Canadian telecommunications companies.

Submitted by Locals 1-S and 27-C

Resolution - R-2

Rejoin the CLC

UNIFOR NATIONAL WILL:

1. Rejoin the Canadian Labour Congress as per Unifor Constitution Article 19: Affiliations.

BECAUSE:

- The CLC brings together dozens of national and international unions, provincial and territorial federations of labour and community-based labour councils in solidarity.
- The CLC is able to provide additional education nationally and provincially which we can access for our members.
- The CLC is able to lobby and fight for improvements to social programs and bargaining issues and has been and continues to be part of significant wins for the rights of workers.
- We need one central body to represent and speak for labour.

Submitted by Local 1-S

NEB AWOC Position

UNIFOR NATIONAL WILL:

1. Include an Indigenous member on the NEB to be selected by the AWOC Caucus at their regular conference.

BECAUSE:

- Decisions on Indigenous initiatives such as Truth and Reconciliation are being made without Indigenous Peoples while our issues are not represented.
- Unifor does Land Acknowledgments but fails to acknowledge Indigenous people or their needs.
- Our union must challenge injustice

Submitted By Local 1-S

Member Services and Resource Management

UNIFOR NATIONAL WILL:

1. Hire more national representatives in order to improve the services offered to local unions.
2. Review its method of determining the number of national representatives in the different regions, taking into account factors including, without being limited to, the number of collective agreements to be negotiated, geographic location, size of groups, whether or not they belong to an amalgamated local, the number of new groups that have been organized, and the capacity and autonomy of individual locals.
3. Ensure that, when allocating the organization's financial resources, priority is given to guaranteeing quality service to local unions.
4. Act in accordance with the priorities mentioned in this resolution in the event of financial difficulties that force the union to make cuts in personnel and/or resources.

BECAUSE:

- Unifor is a union that is committed to offering quality service to its members.
- Direct service to members is mainly provided through national representatives and the union education offered to local structures.
- For members, the main goal of paying dues is to obtain advantageous working conditions and a quality work environment, which are achieved through bargaining and the effective application of their collective agreement.
- Unifor is a union that adheres to the principle of work-family balance and seeks to obtain working conditions for its members that respect the health of workers, including their mental health, and as an employer, Unifor has a duty to set an example with its own employees, taking into account that in recent years a significant number of national representatives have experienced health problems related to workload.
- Unifor's management should not determine the number of national representatives to be hired based exclusively on the number of members in the different regions.

Submitted by Locals 24-Q, 197, 700, 1213, 1495, 2022 and 8284

Media Workers Resolution

UNIFOR NATIONAL WILL:

1. Support the bargaining of Collective Agreement language for a clear reporting and responding process for online and in-person harassment of Media Workers as well as bargaining for a trained point-person to handle these harassment / assault complaints.
2. Condemn the harassment, abuse and assaults of Media Workers.
3. Support the actions of Unifor's Media Council to combat hate, abuse and harassment for all Media Workers within Unifor, Canada and globally.

BECAUSE:

- Media Workers have always faced hate, abuse and harassment.
- According to an IPSOS survey, 73% of Media Workers believe the frequency of this harassment and abuse has increased over the past two (2) years.
- Sixty percent (60%) of Unifor Media Workers who responded to our survey report being harassed.
- The leading factor of the latest wave of hate, abuse and harassment stems from right wing politicians, with their messages of misinformation, (i.e. Maxime Bernier) who have incited their followers to commit and perpetuate harassment and violence against Media Workers, including Unifor members.
- Media Workers who are women, Indigenous, racialized or from equity-seeking groups are disproportionately affected by this harassment & abuse, online or otherwise.

Submitted by Local 79-M

Rebuilding Canada's Powerhouse Auto Sector

UNIFOR NATIONAL WILL:

1. Actively promote the recommendations as outlined in Navigating the Road Ahead – Rebuilding Canada's Powerhouse Auto Sector, Unifor's new auto sector policy.
2. Provide full support to the Unifor Auto and IPS Councils in their lobbying, stakeholder engagement and campaign efforts to grow the Canadian auto sector, secure new electric vehicle-related investments and organize all autoworkers into good, union jobs.
3. Allocate necessary resources to support the union's 2023 contract negotiations with the Detroit 3 automakers to secure a strong deal for members as well as product mandates at each Unifor-represented facility – with specific attention on Brampton Assembly and St. Catharines Propulsion.
4. Continue coordinating union bargaining efforts across facilities in the IPS sector and take proactive steps to support auto parts workers affected by the transition to electrification, including campaigning for investment, training and other adjustment measures.

BECAUSE:

- The auto industry is undergoing a historic transformation, pivoting on electrification.
- Investments secured by Unifor during the 2020-2021 rounds of bargaining with the Detroit 3 automakers, provided an opportunity for future sector growth and job creation.
- With careful planning, and strategic investments throughout the supply chain, Canada can reclaim its status as a powerhouse auto-making nation.
- Workers' needs are central to a successful and sustainable industrial growth strategy.

Submitted by Locals 88, 195, 240 444 and 707

One Member - One Vote

UNIFOR NATIONAL WILL:

1. Amend Article 6 E (2) of the Unifor Constitution (August 2019) Voting and Elections be changed from voting on a “Per Capita Basis” of delegates to a “One member – one vote” for all members in good standing of our great union.

BECAUSE:

- The current method of national and regional leadership elections is done on a per capita delegate basis.
- All Unifor members in good standing should have the opportunity to elect the leadership of our union, not just a handful of members.
- All Unifor members in good standing should have the opportunity to shape the Unifor Constitution by voting on resolutions and amendments at Constitutional Convention and regional councils.
- Electronic voting has been utilized and proven in other Unifor voting situations such as large-scale ratification votes to ensure that all members have the opportunity to participate in democracy regardless of physical location.
- Zoom and other forms of virtual meetings have been successfully utilized and proven effective over the past 2-3 years due to COVID-19 physical distancing restrictions.
- There are alternate methods of distance voting such as mail-in ballots.
- Other unions such as United Steelworkers use a one member, one vote system for their local, regional and national elections.

Submitted by Local 88

National Passenger Rail Campaign

UNIFOR NATIONAL WILL:

1. Continue to develop, resource and promote a vision of national passenger rail services through the multi-pronged Get Canada Back on Track campaign.
2. Expand the campaign to include a membership awareness component as well as a public engagement effort to the campaign.
3. Encourage local unions to support, engage with and take part in the national Get Canada Back on Track campaign and ask their members to participate as well.
4. Mobilize Locals, members and other community, labour and political allies to fight back against federal government attempts to contract out and privatize passenger rail service in the Toronto-Quebec City Corridor.

BECAUSE:

- Canada needs a national passenger rail service to provide safe, reliable, fast public transportation from coast to coast to coast.
- Unifor members working for VIA rail have long advocated for public ownership and operation of the existing rail network, as well as calling for enhancement and improvements for the country's national passenger rail services and infrastructure.
- In early 2022, the Government of Canada announced they were seeking private sector proposals develop, operate and maintain VIA Rail's High-Frequency Rail project in the Toronto-Quebec City corridor, which our union believes is the first of many steps towards full privatization of VIA Rail.
- Unifor members in rail have launched the national Get Canada Back on Track campaign to advocate for the revitalization of passenger rail services.
- Unifor regional councils adopted resolutions and recommendations to support this campaign in the past six (6) months.

Submitted by Local 100

Constitutional Matters

UNIFOR NATIONAL WILL:

1. Investigate the cause of excessive delays encountered by members seeking Review of a Decision under the Unifor Constitution Article 18 (b) and Policy on Constitutional Matters.
2. Take action to ensure Locals and Members receive decisions on Reviews of a Decision covered by Unifor Constitution Article 18 (b) in a timely and transparent manner. Including imposing time limits, hiring of additional staff, etc.
3. Review and amend the Policy on Constitutional Matters as needed and with the view of ensuring that the Committee on Constitutional Matters can expeditiously handle Reviews of Decisions.

BECAUSE:

- Decisions on Reviews of a Decision currently take excessive and unreasonable amounts of time.
- Locals and Members are prevented from moving forward, further causing divide.
- Locals and Members seek updates more often from Committee on Constitutional Matters, further burdening them.
- Committee on Constitutional Matters is backlogged, and unable to complete all of its tasks efficiently.

Submitted by Local 100

Protecting Transport Workers and Consumers from High and Fluctuating Fuel Costs

UNIFOR NATIONAL WILL:

1. Advocate that the Federal government introduce legislation that shields owner operator transport drivers and other owner drivers from volatile and skyrocketing fuel costs
2. Advocate that this legislation also include language prohibiting passenger and freight transport companies from benefiting from high fuel costs by way of “fuel surcharges” or “surge pricing”, as they are not the ones purchasing the fuel.
3. Advocate that any and all collected “fuel surcharge” and “surge pricing” be passed back to the owner operators or owner drivers who purchased the fuel or provided the services.

BECAUSE:

- Owner-Operators and other independent drivers should not have to pay out of pocket for unpredictable high fuel costs which reduces their overall employment income
- The application of these fees and surcharges are not transparent and there is little way of knowing how much companies and employers are using these fees to pad their own profits.

Submitted by Locals 111 and 114

“Road is our Workplace” Campaign

UNIFOR NATIONAL WILL:

1. Ask all Local Unions to visit the “Road is our Workplace” campaign website and sign the petition asking their respective provincial Transportation ministers to invest in the development of additional safe rest stops and parking areas for regional long-haul truck drivers.
2. Share campaign information to Local union members via social media channels and/or Local union newsletters.
3. Include this policy issue in any upcoming Unifor national lobby sessions with the Federal Transportation Minister.

BECAUSE:

- The lack of safe and accessible rest areas for long-haul truck drivers contributes to driver stress and fatigue, which negatively affects driver health and safety and puts public safety at risk
- Access to clean washrooms, decent quality of food and workplace security are both human rights and workers’ rights issues
- The lack of infrastructure to support drivers will only exacerbate the issue of driver shortages and supply chains disruptions.

Submitted by Locals 111 and 114

Living Organ Donors

UNIFOR NATIONAL WILL:

1. Lobby the federal government to provide living organ donors with paid leave to recover from surgery over and above EI benefits currently available.
2. Lobby provincial health ministers to outline the long-term benefits to the health system of covering all incidental costs to living donors, including travel, parking and accommodation, and encourage the development of a pan-Canadian program to standardize reimbursement programs across provinces.
3. Support the bargaining of Collective Agreement language to specifically include paid leave for workers recovering from living organ donation.

BECAUSE:

- About 3,500 Canadians with kidney failure are on a waiting list for organ replacement; 79 died waiting in 2019.
- One of the major hurdles to becoming a living organ donor is the financial strain of being unable to work after surgery.
- The living organ donation rate of 16.3 donors per million population has remained stable since 2010, despite the number of Canadians living with end-stage kidney disease (ESKD) having increased 33 per cent in the same time.
- People on dialysis for kidney failure are often precluded from working full-time owing to the time commitment required to dialyse in hospital three (3) times a week.
- The five-year survival rate for patients with ESKD on dialysis is 53.2 per cent, compared with 92.4 per cent for patients who receive a kidney from a living donor.
- The proportion of people employed increases from 30 per cent pre-transplant to 45 per cent two (2) years after transplant.
- The annual cost to the health-care system for a single patient on dialysis can be more than \$100,000.

Submitted by Local 191

Fight for Equal Wages, Benefits and Pensions in Bargaining and in Legislation

UNIFOR NATIONAL WILL:

1. Fight for legislation that bans wage, benefit and pension inequality based on length of employment.
2. Bargain for the fundamental union principle of equal pay, benefits and pensions for workers who perform the same work. We will aim to return to the standard achieved in our earliest collective agreements that provided for equal pay at the end of a probationary period, or as soon as a worker is capable of doing the job (except where significant ongoing training is required, as in apprenticeships).
3. Where we are unable to achieve equal pay, benefits and pensions on the completion of a probationary period, any grow-in must achieve equality within the life of the collective agreement.

BECAUSE:

- Unequal wages and benefits create division amongst workers and weaken the union.
- Lower wages and benefits, and inferior pensions, for newly hired workers sacrifice future generations and lead to a permanent lowering of wage and benefit levels.
- The labour movement in Quebec has already won legislation that bans lower wages and inferior pensions based on length of employment.
- Grow-in periods in some contracts are now eight (8) years or more – more than the life of two (2) contracts.

Submitted by Locals 222 and 444

Improve Pensions Now

UNIFOR NATIONAL WILL:

1. Make it a bargaining priority to bargain substantial improvements to pensions for all present and future retired members.
2. Make it a bargaining priority to bargain substantial catch-up increases to pensions for retirees who have had no increases for many years, to compensate for their losses in purchasing power to inflation.
3. Work to narrow or eliminate disparities and inequalities where workers with different seniority dates have different and unequal pension plans; work to bring all workers possible into defined benefit pension plans.

BECAUSE:

- Workers' pensions have been under attack by employers and their governments for many years. Pensions have been frozen for many current retirees, and reduced or eliminated for newly hired workers.
- The cost of living adjustment for pensions (PCOLA) has been eliminated from some of our agreements, such as for example the auto sector, where retirees from 2007 and before have lost 30% of the value of their pensions due to inflation.
- Many retirees are faced with financial hardship due to an ever-increasing cost of living driven by energy, food and health care costs; and retired workers deserve a secure retirement without financial hardship.
- Corporate profits are higher than ever, and compensation for top executives and shareholders has skyrocketed.
- Article 3 of the Constitution of Unifor lists as one of our objectives, "To regulate and improve wages, pensions and benefits, hours of work, employment security and working conditions through collective bargaining and political action."

Submitted by Locals 222 and 444

Reforming Long-Term Care

UNIFOR NATIONAL WILL:

1. Support the position that the federal government work in partnership with provinces and territories to establish minimum standards of daily care and a comprehensive workforce strategy.
2. Support the establishment of federal funding for long-term care that is tied to the adherence to the principles of the Canada Health Act.
3. Support the phase-out of for-profit long-term care and transition toward community-based, publicly owned or non-profit long-term care homes.
4. Support bringing Revera – currently owned by the Public Sector Pension Investment Board – under public ownership immediately.
5. Support immediate measures to address the staffing collapse in long-term care by addressing compensation and lack of full-time work, and establishing intensive recruiting and training initiatives, and clearing the backlog for internationally trained health professionals.

BECAUSE:

- Seniors deserve to live in dignity and with proper care.
- The pandemic has clearly illustrated that Canada's long-term care system is broken.
- Canada's long-term care system is an important segment of the health care sector and should be treated as such.
- Workers in the long-term care sector have long been overworked and underpaid, and have left the sector in droves throughout the pandemic.
- The current system has allowed profit and greed – due to the public subsidization of for-profit owners and operators – to take precedence over proper care for seniors and good working conditions for workers.
- The large corporate chains like Extendicare, Sienna, Chartwell and Revera, among others, have continued to reap significant profits and pay dividends to shareholders throughout the pandemic.
- The NDP and Liberal Party announced a "Supply and Confidence Agreement" in March 2022, which included a commitment to table a Safe Long-Term Care Act to ensure that seniors are guaranteed the care they deserve.

Submitted by Local 229

Supporting Greater Federal Investments in Public Transit

UNIFOR NATIONAL WILL:

1. Advocate for an immediate increase of federal funding for public transit services in regions and municipalities across Canada.
2. Demand that the permanent federal transit fund announced in 2021 is flexible so that it can be used to support transit infrastructure, maintenance, fleet renewal and transit operations.
3. Continue pushing the policy demands contained in our National Public Transit Policy to federal policy makers, which includes ensuring the procurement of new transit vehicles support local Canadian manufacturing jobs.

BECAUSE:

- The pandemic has hit transit agencies hard in terms of reduced ridership and decreased revenues. This has led to local governments and transit operators reducing service frequency, cutting routes and increased threat of transit privatization and the contracting out of routes. All this has negatively affected both transit workers, commuters and other vulnerable groups such as seniors, low-income workers and students.
- Supporting strong public transit is to support good green jobs, reduce traffic congestion and a key way for Canada to meet its carbon emission reduction targets.
- Affordable, reliable and accessible transit supports economic growth, enhances quality of life for workers and strengthens communities.

Submitted by Locals 111, 114 and 333-BC

Timing of Special Convention Due to a National Executive Board (NEB) Vacancy

UNIFOR NATIONAL WILL:

1. Amend that a Special Convention for the filing of an NEB vacancy cannot be called if a National Convention will be convened within a 12-month period of said Special Convention.
2. Have the National Executive Board select an officer on a temporary basis to ensure the day-to-day operations of the Union are covered, for up to 12 months until the normal National Convention elections.

BECAUSE:

- The departure of the National President during their term in office currently triggers an election for the vacant position.
- Acknowledging the National Executive Board is the highest governing authority of Unifor between conventions and has the ability to direct the remaining national officer in carrying out their duties.
- Filling the vacant position for anything less than 12 months is a costly expense to each individual local and the National union as a whole. The recognition that both local unions and the National Union need to remain fiscally responsible.
- Holding two elections for the same position in less than one (1) year is unnecessary to the orderly operation of the National Union.
- A person taking on these responsibilities would not have sufficient time to learn the position and establish their mandate in less than 12 months and would subsequently face another election at the normally-called National Convention where all positions are up for election/re-election.

Submitted by Local 333-BC

Negotiating Inflation Protection Provisions in Collective Agreements

UNIFOR NATIONAL WILL:

1. Support the negotiation of inflation protection language in Unifor collective agreements, as part of the union's broader advocacy efforts around income and social security, affordability and fair work standards.
2. Prepare resources that help bargaining committees understand the affect of inflation on wages, as well as various forms of cost-of-living adjustment (COLA) mechanisms.
3. Provide additional support to bargaining committees through the Research and Pension and Benefits Departments, as necessary, and
4. Inform all staff and local unions of available resources.

BECAUSE:

- The year-over-year rate of inflation climbed above 5% in January 2022, aggravating existing challenges around the rising cost of living, affordability, fair wages especially among low wage earners in retail and other sectors.
- Unifor data shows that only 8% of Unifor collective agreements currently have a COLA provision.
- Certain COLA provisions that remain active in Unifor contracts were negotiated decades ago and have been weakened over time.
- Unifor's ability to bargaining above-inflation wage rates and other inflation protection measures, including "Minimum Wage Plus" pay scales, have resulted in significant pay improvements for workers and must extend across the entire union.

Submitted by Local 414

Collective Bargaining Conference

UNIFOR NATIONAL WILL:

1. Establish a Collective Bargaining Conference beginning in 2023 and held every three (3) years thereafter.

BECAUSE:

- It will afford an opportunity to bring our total union together to establish a framework for Collective Bargaining for all sectors of our union and present a message to all employers that Unifor is united in these endeavours.

Submitted by Local 444 and Local 444 Retired Workers Chapter

Recognition of Members in Good Standing During Labour Dispute

UNIFOR NATIONAL WILL:

1. Comply with Unifor's Constitution and amend the National Strike and Defence Fund Policy by recognizing that all members in good standing are eligible for strike benefits, provided they meet their obligations, notably with regard to their presence on the picket line.
2. Withdraw point #8 from the summary of the Strike and Defence Fund Policy.

BECAUSE:

- The members of the Gate Gourmet unit were subjected to a brutal lockout by the employer on November 10, 2021.
- Unifor refused to grant strike benefits to our laid-off members who were present on the picket line, by invoking Article 40 of the Strike and Defence Fund Policy.
- This policy was adopted by the National Executive Board, but it fails to comply with Article 5, B-11 of Unifor's Constitution.
- This article stipulates that a member remains in good standing without paying dues for the period of a layoff or leave only for as long as he or she has recall rights as provided for in his/her collective agreement.
- Employers could lay off our members in advance of a dispute for the purpose of weakening the union's bargaining power.

Submitted by Local 698

Establish a National Injured Workers Department

UNIFOR NATIONAL WILL:

1. Establish and staff a National Injured Workers Department within 60 calendar days of the conclusion of Convention 2022. The core function of the department will be to represent injured workers throughout the applicable Worker's Compensation process.

BECAUSE:

- Members who experience illness or injury resulting from a workplace incident frequently experience barriers to qualified and adequate representation during the Worker's Compensation claim/appeal process, putting them at serious risk of economic loss and long-term physical and/or psychological impairments.
- Most Local Unions do not have the ability to support these workers through a trained representative.
- Unifor has a moral responsibility to support these workers in their time of need.

Submitted by Local 1090

National Pharmacare Program

UNIFOR NATIONAL WILL:

1. Support the position that the federal government establish a national pharmacare program with no more delays. The program should be public, universal, comprehensive, accessible, portable, and based on the recommendations of the Advisory Council on National Pharmacare.
2. Support the position that the federal government provide funding and coordinate with the provinces and territories to ensure that all laid-off workers become eligible for coverage under existing provincial drug plans as an emergency measure.

BECAUSE:

- Canada is the only country in the world with a national medicare program that does not have a national pharmacare program.
- Prior to the pandemic, more than 8 million Canadians did not have prescription drug coverage and an estimated 3 million Canadians did not take medicines prescribed by their doctors because they could not afford them.
- The risk of having no insurance for medicines is high among lower income Canadians which includes service industry employees, those in precarious employment and seasonal workers.
- A national pharmacare program would improve health outcomes and increase the efficiency of Canada's health care system through bulk purchasing, eliminating duplication and cost-shifting among existing payers, and promoting integration among health providers.
- A national pharmacare program provides significant cost savings for individual Canadians, employers, provincial and territorial governments and the federal government.
- The Liberal Party has committed – over two election cycles – to implementing universal, public pharmacare, including the pledge to implement the measures outlined by the Advisory Council on the implementation of Pharmacare in 2019.
- The NDP and Liberal Party announced a “Supply and Confidence Agreement” in March, 2022, which included a commitment to pass a Canada Pharmacare Act by the end of 2023 and tasking the National Drug Agency to develop a national formulary of essential medicines and bulk purchasing plan by the end of the agreement.

Submitted by Local 1359

Protecting Work Standards for GIG Economy and Digital Platform Workers

UNIFOR NATIONAL WILL:

1. Advocate fair and equal standards for workers in the gig economy, including those employed by digital platforms and freelance workers, as well as access to collective bargaining under provincial or federal labour legislation.
2. Resist attempts by digital platform companies to introduce and transform labour legislation that entrenches a two-tiered labour force that has fewer protections and rights (e.g. Uber's Flexible Work+ model).
3. Continue exploring new and creative ways to advance the rights of workers in the gig economy through improved access to workplace, income security and social supports as well as by supporting grassroots organizing efforts, both in Canada and around the world.
4. Lobby Insurance regulators to ensure insurance companies provide taxicab drivers similar insurance product that is now available to ridesharing drivers.

BECAUSE:

- Jobs in the gig economy are on the rise, representing a significant share of Canada's work force (more than 8% according to latest Statistics Canada data).
- Gig work is virtually unregulated, with digital firms exploiting loopholes in employment and labour laws to misclassify jobholders as independent contractors – denying them access to workplace protections, basic employment standards and collective bargaining.
- The absence of stronger protections, and stricter regulations, covering gig and freelance workers in Canada can have a profoundly negative effect for all workers by providing employers an opening to further contract out segments of their workforce, paving the way for worker exploitation.
- Currently the level playing field between taxicab drivers and rideshare drivers is unequal and the major difference between the two is insurance. Taxicab drivers must carry commercial insurance costing up to \$16,000 annually in Ontario while rideshare drivers have access to a hybrid insurance product which costs the driver on average less than \$2,000 a year. Both drivers are providing the same service to the same customer, but insurance is astronomical for taxicab drivers.

Submitted by Local 1688

Resolution - R-24

Unifor National Dues Remittance

UNIFOR NATIONAL WILL:

1. Temporarily amend the National dues remittance paid to the National Union from Local Unions from 54% to 52% for the fiscal years of 2023 and 2024. The same approximate time period that local Unifor unions have suffered the negative financial effects of the COVID-19 worldwide pandemic.
2. Reinstitute the dues structure at the same 54% going forward as per the Unifor Constitution.

BECAUSE:

- COVID-19 and the worldwide pandemic has had tremendous health and negative financial impacts on the world, Canada and Unifor and its local unions.
- COVID-19 and the worldwide pandemic has placed increased financial pressures and increased workloads on local union staff and representatives.
- Local unions have undergone the detrimental effects of reduced income from the collection of union dues.

Submitted By Local 1959

Effective Anti-Scab Legislation and Strike Support

UNIFOR NATIONAL WILL:

1. Create a working committee made up of a cross section of leadership whose mandate shall be;
 - a. Meet on a frequency determined by the committee.
 - b. Identify the scope of the problems to be discussed in-line with this resolution.
 - c. Develop written strategies and recommendations.
 - d. Seek feedback and input from the President`s of our Locals.
 - e. Deliver a full report to the National Executive Board.
2. Assign the resources to implement the actions, which fall within the authority of the NEB.
3. Refer the actions, which fall outside the authority of the NEB, to the appropriate forum(s).

BECAUSE:

- The addition of effective anti-scab legislation in all our jurisdictions will enhance our ability to make positive changes at collective bargaining and because finding a way to address the loss that workers experience supporting our picket lines will enhance our ability to pressure employers while on strike, to come to terms with our demands.
- All of our jurisdictions don`t currently have anti-scab legislation.
- The legislation which exists in some of our jurisdictions is inadequate, providing loopholes for employers to continue operations during a labour dispute.
- In some jurisdictions, even with anti-scab legislation, legitimate Union contractors are able to legally cross our picket lines to continue performing work they were doing prior to the dispute or in some cases work that has been declared as essential.
- Legitimate Union members working for these contractors would have no source of income should they choose to support our strike and refuse to cross our picket line.
- We need to address these matters in a strategic and well thought out manner.

Submitted by Local 2301

Child Care

UNIFOR NATIONAL WILL:

1. Encourage its members to sign up and participate in advocacy campaigns developed by Child Care Now (formerly known as the Child Care Advocacy Association of Canada).
2. Donate \$10,000 to the Child Care Advocacy Association of Canada in support of the Child Care Now's campaign efforts.
3. Encourage Unifor locals to make a financial contribution to the Child Care Advocacy Association of Canada in support of the Child Care Now's campaign efforts.

BECAUSE:

- At previous Canadian Council and Unifor Conventions, Unifor National, its regional offices and affiliated locals, generously pledged to donate funds to the Child Care Now Campaign.
- Quality child care services are too often unavailable and unaffordable to families in Canada, including to Unifor members.
- Child care advocacy is all the more important this year, as provincial and territorial governments sign multi-year child care agreements with the federal government.
- Child Care Now is a national membership-based, regionally-representative, non-profit organization dedicated to advocating for a publicly funded, inclusive, quality, non-profit child care system.

Submitted By Local 4501

Disclosure of Officers' and Assistants' Expenses

UNIFOR NATIONAL WILL:

1. Disclose the detailed breakdown of expenditures of each of the six (6) elected top officers, and their respective assistants. These expenditures will be broken down on the Secretary-Treasurer's financial report for councils and conventions and will be delivered to local unions and subordinate bodies no later than 90 days prior to said conventions and councils.

BECAUSE:

- In recent years we have seen the scandals regarding the UAW and their misspending union dues on events, trips, shopping and golf etc., where these activities had nothing to do with the Union. Some of these UAW elected officers have been sentenced to prison terms as a result of their misspending and misusing dues for their own personal gain.
- Article 2, Section 6 states Unifor is committed to good governance, fair representation and clear rules and practices. The principles of accountability will be apparent in all our decision making and actions, and the practice of transparency will be evident in our procedures.

Submitted by Local 8300

Federal Enforcement of the Fisheries Act Regulations

UNIFOR NATIONAL WILL:

1. Lobby the Department of Fisheries and Oceans, as well as Federal Ministers and Senators, to provide meaningful enforcement of the owner-operator regulations, to protect owner-operator harvesters and penalize those who initiate illegal controlling agreements.

BECAUSE:

- The protection and integrity of our owner-operator fishery depends on keeping the benefits of inshore fishing licenses in the hands of independent owner-operators.
- After decades of political action by Unifor and our national counterparts, regulatory changes to the Fisheries Act came into force in April 2021 to specifically protect owner-operator harvesters from the predatory and exploitive control of others, particularly processing companies.
- It is the responsibility of the Department of Fisheries and Oceans to enforce these regulations to the full extent of the law.

Submitted By FFAW-Unifor

End Contract Flipping

UNIFOR NATIONAL WILL:

1. Lobby the federal government to introduce legislation to end contract flipping.

BECAUSE:

- Multi-national corporations are able to utilize short term contracts with sub-contractors with the purpose of being able to quickly terminate, renew, or replace sub-contractors.
- When a contract is with a sub-contractor is terminated and flipped to a different service provider, the workers affected do not know if they will be retained, if they must reapply for their jobs, or if they can maintain the benefits of belonging to a union.
- Contract flipping is a way for employers to reduce unionized labour and reduce wages to increase their profits.

Submitted by FFAW-Unifor

Safe Workplaces

UNIFOR NATIONAL WILL:

1. Lobby the federal government to protect workers to ensure that no injured worker receives compensation pay that is less than a province's minimum wage when related to the number of hours that the injured employee regularly worked.
2. Develop and deliver education and training to provide members information on their rights to refuse unsafe work, the duty to accommodate, what to do if they have been injured at work, and any other relevant content as needed.

BECAUSE:

- Labour unions have a long and proud history for fighting for health and safety rights for workers.
- Health and safety legislation includes regulations for employers to maintain a safe workplace, protection against violence, harassment and discrimination, and workers' rights to a safe workplace.
- Unifor members in various sectors continue to experience high incident rates while at work without proper conditions provided by the employer to avoid injury.
- The COVID-19 pandemic drastically altered our workplaces and the need for responsive policies to protect workers during future public health emergencies.
- Injured workers should not be asked to survive on compensation that is less than minimum wage.

Submitted By FFAW - Unifor

Membership and Union Drives

UNIFOR NATIONAL WILL:

1. Increase organizing efforts to encourage more workers to unionize with Unifor throughout the country.

BECAUSE:

- Unifor has been a beacon of collective organizing for workers from coast to coast to coast since its Founding Convention in 2013.
- Unions are built on the fundamental principle that we are stronger when we work together and that there is strength in numbers.
- Unions negotiate contracts that cover wages, benefits, and working conditions to protect workers from exploitation and hold employers accountable to respect those contracts.

Submitted by FFAW - Unifor

Modernizing Employment Insurance

UNIFOR NATIONAL WILL:

1. Work with other stakeholders to lobby the federal government to modernize the Employment Insurance system in Canada to ensure that no worker is left behind.

BECAUSE:

- During the pandemic Canada lost nearly three million jobs with many workers forced to rely on the Employment Insurance system which proved incapable of protecting workers.
- Employment Insurance must change to allow increased accessibility, inclusivity, flexibility, and the overall expansion of benefits.
- Employment Insurance must function to support workers and offer robust and responsive economic stability.

Submitted By FFAW - Unifor

Engagement with Unifor Members

UNIFOR NATIONAL WILL:

1. Launch a union-wide assessment of current tools our union has to engage rank-and-file members and locals, and develop recommendations for increasing the ways in which members can participate, engage and actively shape their union.
2. Conduct an updated review of local union participation in events, conferences, courses and councils.
3. Actively seek to empower locals through a new approach to workshops and skills training, with the intention of eliminating barriers, creating space for interaction and increasing participation of members and locals.

BECAUSE:

- Since 2020, members have been unable to gather in the same way, and our union has adapted its engagement strategies in light of the pandemic.
- Since its founding, our union has made gains at the bargaining table, taken on difficult political issues, and defended the creation and the protection of good, long-term jobs in Canada.
- While our union has known success for members on all these fronts and more, there is always much more work to be done to remove barriers to participation and increase access and participation in our union for all members.
- We fundamentally believe in the power of a union to achieve economic, social and racial justice for all workers in Canada.
- We commit to building a strong, capable and bold union that relies on fundamental principles to move everybody forward.

Submitted by National Executive Board

Transferring Equity from Organizing Fund to General Fund

UNIFOR NATIONAL WILL:

1. Transfer \$33M million in equity in the Organizing Fund to equity in the General Fund. Leaving an equity balance of \$10M in the Organizing Fund.

BECAUSE:

- Since the beginning of Unifor the General Fund which pays for most of the union's daily operations, staffing, conferences, property expenditures, campaigns, etc., has had many years of operating deficits.
- On the other hand, the Organizing Fund has run surpluses every single year.
- Nine years into Unifor is time to give us a good overview of where we need to allocate the National Dues of the union based on needs, trends and direction.
- The Organizing Fund has never spent close to its annual allocation and as a result the \$10M equity starting balance has grown to \$43million by the end of 2021.
- Additional equity in the General Fund gives the union more flexibility during times of economic downturns as we had experienced during the pandemic.

Submitted By National Executive Board

CONSTITUTIONAL AMENDMENTS

Constitutional Amendment - C-1

That all instances of “he/she”, “he or she” or other gendered pronouns used in the Constitution be changed to a genderless pronoun, such as they or their, to bring the Constitution in line with what the Union asks of all Local Bylaws and CBAs.

Submitted by Local 111

Constitutional Amendment - C-2

Article 2: Statement of Principles – 4. Solidarity

4. Unifor is more than an aggregate of individual members. The union is shaped by our relationships, by how we treat and care for each other. Our commitment to solidarity speaks to the significance of the language of “union sister” and “union brother”. It is evident in the day-to-day bonds of fellowship and friendship, it is found in the expressions of respect and mutual support, and it is witnessed in the acts of cooperation and interdependence, and by our commitment to anti-harassment.

Change to:

4. Unifor is more than an aggregate of individual members. The union is shaped by our relationships, by how we treat and care for each other. Our commitment to solidarity speaks to the significance of the language of “union sister”, “union brother”, **and “union sibling”**. It is evident in the day-to-day bonds of fellowship and friendship, it is found in the expressions of respect and mutual support, and it is witnessed in the acts of cooperation and interdependence, and by our commitment to anti-harassment.

Submitted by Local 111

Constitutional Amendment - C-3

Article 6: Convention – A.1 – Convention Call

1. Convention call – At the direction of the President, the Secretary Treasurer shall issue a Convention call to all Local Unions and subordinate bodies no less than 150 days before the opening date.

Change to:

1. Convention call – At the direction of the President, the Secretary Treasurer shall issue a Convention call to all Local Unions and subordinate bodies no less than **120** days before the opening date.

Submitted by the National Executive Board

Constitutional Amendment - C-4

Article 6: Convention – C.1 – Resolutions and Constitutional Amendments

1. Resolutions and Constitutional amendments proposed by Local Unions or subordinate bodies must be approved by a membership meeting, signed by a Local Union Officer and submitted to the Secretary Treasurer no later than 90 days prior to the opening of Convention.

Change to:

1. Resolutions and Constitutional amendments proposed by Local Unions or subordinate bodies must be approved by a membership meeting, signed by a Local Union Officer and submitted to the Secretary Treasurer no later than **60** days prior to the opening of Convention.

Submitted by the National Executive Board

Constitutional Amendment - C-5

Article 6: Convention – C.3 – Resolutions and Constitutional Amendments

3. The Secretary Treasurer shall circulate to all Local Unions and subordinate bodies all resolutions or constitutional amendments no later than 60 days prior to the opening of Convention.

Change to:

3. The Secretary Treasurer shall circulate to all Local Unions and subordinate bodies all resolutions or constitutional amendments no later than **30** days prior to the opening of Convention.

Submitted by the National Executive Board

Article 6: Convention – E.2 – Voting and Elections

2. The President, Secretary Treasurer, Quebec and Regional Directors, shall be elected by secret ballot or by a secure and confidential voting system, on a per capita basis.

Change to:

2. The President, Secretary Treasurer, Quebec and Regional Directors, shall be elected **by all members in good standing**, by secret ballot or by a secure and confidential voting system, **on a one member – one vote basis** ~~on a per capita basis~~.

Submitted by Local 88

Constitutional Amendment - C-7

Article 7: National Executive Board

1. The National Executive Board brings together the leadership team of Unifor. While representing distinct groups in the Union, all National Executive Board members have the responsibility and duty to advance and protect the interests of the entire membership.
2. The National Executive Board is the highest authority of Unifor between Conventions.
3. The National Executive Board shall meet at least three times a year. It may hold special meetings, as needed.
4. When fully constituted, the National Executive Board shall have twenty-five members reflecting a balance of industrial, gender, equity, and regional representation.
5. Terms of office of all members of the National Executive Board shall be three years.

Change to:

1. The National Executive Board brings together the leadership team of Unifor. While representing distinct groups in the Union, all National Executive Board members have the responsibility and duty to advance and protect the interests of the entire membership.
2. **The National Executive Board shall respect the role of the convention to elect NEB members and to that end shall not actively participate in pre-election campaigning for a candidate or endorse a candidate, nor shall the NEB allow the use of membership money or Union resources to be used on behalf of a candidate in an election.**
3. The National Executive Board is the highest authority of Unifor between Conventions.
4. The National Executive Board shall meet at least three (3) times a year. It may hold Special Meetings, as needed.
5. When fully constituted, the National Executive Board shall have twenty-five members reflecting a balance of industrial, gender, equity, and regional representation.
6. Terms of office of all members of the National Executive Board shall be three years.

Submitted by Local 2301

Constitutional Amendment - C-8

Article 8: Responsibilities of National Officers – E (1) Salaries and Honorariums

1. The annual salaries of the National Officers and Regional Directors, as of January 1st 2019, shall be:

Change to:

1. The annual salaries of the National Officers and Regional Directors, as of **January 1, 2022**, shall be:

Submitted by the National Executive Board

Constitutional Amendment - C-9

Article 8: Responsibilities of National Officers – E (1) Salaries and Honorariums

1. The annual salaries of the National Officers and Regional Directors, as of January 1st 2019, shall be:
 - President \$166,571.41
 - Secretary Treasurer \$153,640.40
 - Quebec Director \$145,099.92
 - Regional Directors \$139,761.71

Change to:

1. The annual salaries of the National Officers and Regional Directors, as of **January 1, 2022**, shall be:
 - President **\$168,237.16**
 - Secretary Treasurer **\$155,176.84**
 - Quebec Director **\$146,550.82**
 - Regional Directors **\$141,159.20**

Submitted by the National Executive Board

Constitutional Amendment - C-10

Article 9: Canadian Council

8. Local Union delegate entitlement to the Canadian Council shall be as follows:

- Local Unions with 1 to 500 members – 1 delegate
- Local Unions with 501 to 999 members – 2 delegates
- Local Unions with 1,000 to 2,999 members – 4 delegates
- Local Unions with 3,000 members or more – 6 delegates

Local Unions may apply to the Secretary Treasurer to send one additional delegate who shall be a woman or from an equity seeking group with voice and one vote. The Secretary Treasurer may restrict these delegates according to cost and space limitations.

Change to:

8. **Delegate entitlement and voting strength shall be based on the average national dues payments received by the National Union during the calendar year period prior to Canadian Council, excluding any period in which national dues payments have been interrupted by a labour dispute.**

- Local Union delegate entitlement to the Canadian Council shall be as follows:
- Local Unions with 1 to 500 members – 1 delegate
- Local Unions with 501 to 999 members – 2 delegates
- Local Unions with 1,000 to 2,999 members – 4 delegates
- Local Unions with 3,000 members or more – 6 delegates

Local Unions may apply to the Secretary Treasurer to send one additional delegate who shall be a woman or from an equity seeking group with voice and one vote. The Secretary Treasurer may restrict these delegates according to cost and space limitations.

Submitted by the National Executive Board

Constitutional Amendment - C-11

Article 12: National Retired Workers Council – 3. Retired Workers

3. A member who retires is entitled to “retired membership status” and does not have to pay dues. The retired member has all the privileges of membership except the right to vote on contract demands, strike votes, ratifications of collective agreements and on matters pertaining to the administration of the collective agreement. In addition, a retired member cannot run for local union executive office and cannot vote in elections for workplace representatives.

Change to:

3. A member who retires is entitled to “retired membership status” and does not have to pay dues. The retired member has all the privileges of membership except the right to vote on contract demands, strike votes, ratifications of collective agreements and on matters pertaining to the administration of the collective agreement. In addition, a retired member **can vote for, but** cannot run for local union executive office and cannot **run or** vote in elections for workplace representatives.

Submitted by the National Executive Board

Constitutional Amendment - C-12

Article 12: National Retired Workers Council – 21. The Executive of the National Retired Workers Council

21. The Executive shall be composed of a Chair, a Vice-Chair, a Secretary, and seven members-at-large. The executive positions shall be filled at the annual meeting of the National Retired Workers Council immediately following the Convention of the National Union.

Change to:

21. The Executive shall be composed of a Chair, a Vice-Chair, a Secretary, ~~and seven members-at-large~~ **representatives from each of the Quebec Region, the BC Region, the Prairie Region, the Ontario Region and the Atlantic Region, a representative of Aboriginal and Workers of Colour, and 5 members at large, one of whom is a representative of LGBTQ retirees. Quebec will determine their process and is endorsed by the National Retired Workers Council.** The executive positions shall be filled at the annual meeting of the National Retired Workers Council immediately following the Convention of the National Union.

**Submitted by Local 199 and Local 199 Retired Workers Chapter
Local 222 and Local 222 Retired Workers Chapter
Local 240 and Local 240 Retired Workers Chapter**

Constitutional Amendment - C-13

Article 12: National Retired Workers Council – 21. The Executive of the National Retired Workers Council

21. The Executive shall be composed of a Chair, a Vice-Chair, a Secretary, and seven members-at-large. The executive positions shall be filled at the annual meeting of the National Retired Workers Council immediately following the Convention of the National Union.

Change to:

21. The Executive shall be composed of a Chair **person**, a Vice-Chair **person**, a Secretary, ~~and seven members-at-large~~ **representation from each of our Regions – Quebec Region (who will determine their process and is endorsed by the National Retired Workers Council), the BC Region, the Prairie Region, the Ontario Region, a representative of Aboriginal Workers of Colour, and five (5) members-at-large.**

Because:

- To represent all Unifor retirees from coast to coast to coast it is important to guarantee representation from every region of our Union as well as from our equity groups which is the face of the Union.

Submitted by Local 444 and Local 444 Retired Workers Chapter

Constitutional Amendment - C-14

Article 12: National Retired Workers Council – 21. The Executive of the National Retired Workers Council

21. The Executive shall be composed of a Chair, a Vice-Chair, a Secretary, and seven members-at-large. The executive positions shall be filled at the annual meeting of the National Retired Workers Council immediately following the Convention of the National Union.

Change to:

21. The Executive shall be composed of a Chair, a Vice-Chair, a Secretary, ~~and seven members-at-large~~ **representatives from each of the Quebec Region, the British Columbia Region, the Prairie Region, the Ontario Region and the Atlantic Region, a representative of Aboriginal and Workers of Colour, an LGBTQ representative and four (4) members at large. Quebec will determine their process and is endorsed by the National Retired Workers Council.**

Submitted by Local 707 and Local 707 Retired Workers Chapter

Constitutional Amendment - C-15

Article 15: Local Unions – B (6) Local Union Officers

6. A Local Union may provide in its By-Laws that a member must be in continuous good standing, for a period of no longer than one year, in order to be eligible to seek or hold office. The By-Laws of the Local Union may specify the conditions of membership in good standing, subject to Article 5.

Change to:

6. A Local Union may provide in its By-Laws that a member must be in continuous good standing, for a period of no longer than one year, in order to be eligible to seek or hold office. **This does not apply to newly chartered locals and only applies to Local Union Executive Officer positions.** The By-Laws of the Local Union may specify the conditions of membership in good standing, subject to Article 5.

Submitted by the National Executive Board

Constitutional Amendment - C-16

Article 15: Local Unions – C (19) Responsibilities of Local Union Officers

19. All vacancies in Local Union offices must be filled promptly by election, unless Local Union By-Laws stipulate other means for a timely filling of the vacancy until the term is completed.

Change to:

19. All vacancies in Local Union offices, **except Local Union President**, must be filled promptly by election, unless Local Union By-Laws stipulate other means for a timely filling of the vacancy until the term is completed. **If the Local Union President's office becomes vacant, the Vice-President will fill the vacancy for the balance of the unexpired term. If there is more than one Vice-President, the Local Union bylaws shall establish a fair procedure for determining which Vice-President will fill the vacancy.**

Submitted by the National Executive Board

Constitutional Amendment - C-17

Article 16: National Dues

15. The National Union shall direct the monies received as its share of dues to the following funds in the shares set out below:
- General Fund: 77.5 or 75%
 - Defence/Strike Fund: 7.5% or 10%
 - Organizing Fund: 10%
 - Education Fund: 3.75%
 - Convention Fund: 1.25%

If the Defense/Strike Fund falls to \$140,000,000 for two consecutive quarters, the share of dues will increase to 10%. It will remain at 10% until the Defense/Strike Fund increases to \$155,000,000 for two consecutive quarters, at which point the share of dues will revert to 75%. Whenever a 2.5% adjustment is made to the Defence/Strike Fund, an equal offset will be made to the General Fund.

Change to:

15. The National Union shall direct the monies received as its share of dues to the following funds in the shares set out below:
- General Fund: **80% or 77.5%**
 - Defence/Strike Fund: 7.5% or 10%
 - Organizing Fund: **7.5%**
 - Education Fund: 3.75%
 - Convention Fund: 1.25%

If the Defense/Strike Fund falls to \$140,000,000 for two consecutive quarters, the share of dues will increase to 10%. It will remain at 10% until the Defense/Strike Fund increases to \$155,000,000 for two consecutive quarters, at which point the share of dues will revert to 75%. Whenever a 2.5% adjustment is made to the Defence/Strike Fund, an equal offset will be made to the General Fund.

Submitted by the National Executive Board

Constitutional Amendment - C-18

Article 17: Collective Bargaining (C) Strike and Defence Fund

4. The Strike and Defence Fund shall pay benefits of \$300.00 for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

Change to:

4. The Strike and Defence Fund shall pay benefits of **\$350.00** for each week of an authorized strike or lockout, prorated by day, including the first week, and additional medical, health or special assistance as provided for in the Strike and Defence Policy and criteria established by the National Executive Board.

Add:

- **Strike and lockout benefits will be indexed to the cost of living based on the CPI (Consumer Price Index) each year and all Unifor Locals will be informed of the amount at the same time.**

Submitted by Local 9114

Constitutional Amendment - C-19

Article 17: Collective Bargaining (C) Strike and Defence Fund

5. Benefits will cease following the Local Union or bargaining unit's return to work date, not to exceed twenty-eight (28) days following the ratification date.

Change to:

5. Benefits **payments** will cease **on the individual members return to work date**, following the Local Union or bargaining unit's return to work date, not to exceed twenty-eight (28) days following the ratification date.

Submitted by the National Executive Board

Constitutional Amendment - C-20

Article 17: Collective Bargaining (C) Strike and Defence Fund

5. Benefits will cease following the Local Union or bargaining unit's return to work date, not to exceed twenty-eight (28) days following the ratification date.

Change to:

5. Benefits will cease **upon the** following the Local Union or bargaining unit's return to work date, not to exceed twenty-eight (28) days following the ratification date:
 - i. **the individual member's return to work date, or**
 - ii. **the date the individual member qualifies for Employment Insurance.**

Submitted by Local 2301

Constitutional Amendment - C-21

Article 18: Constitutional Matters – (D) Charges Against a Member of the National Executive Board

1. A charge against a National Officer, Regional Director or other member of the National Executive Board may be filed if it is believed with reasonable cause that a violation of responsibilities in this Constitution, or a violation of the Code of Ethics has taken place. The charge must be filed within 30 days of the alleged violation of the Constitution or knowledge of the violation, and must be in writing, signed and specific about the alleged violation and the Article/part of the Constitution or Code of Ethics.
2. A charge against a National Officer, Regional Director or other member of the National Executive Board may be filed by any five members of the National Executive Board.
6. The National Executive Board shall render a decision in writing which may:
 - Dismiss the charge.
 - Refer the charge to the Public Review Board for further consideration of ethical practices and the Code of Ethics.
 - Reprimand the National Officer, Regional Director or other member of the National Executive Board.
 - By a two thirds vote, suspend or remove a National Officer, Regional Director or other member of the National Executive Board from office.
 - By a two thirds vote, expel the National Officer, Regional Director or other member of the National Executive Board from membership in the union.
7. If the National Executive Board has suspended or removed from office the President, Secretary Treasurer, Regional Director or other member of the National Executive Board, the accused may appeal the decision to the next meeting of the Canadian Council or Convention, whichever is closer.

Change to:

1. A charge against a National Officer, Regional Director, **Assistant, Unifor Staff** or other member of the National Executive Board may be filed if it is believed with reasonable cause that a violation of responsibilities in this Constitution, or a violation of the Code of Ethics has taken place. The charge must be filed within 30 days of the alleged violation of the Constitution or knowledge of the violation, and must be in writing, signed and specific about the alleged violation and the Article/part of the Constitution or Code of Ethics.
2. A charge against a National Officer, Regional Director, **Assistant, Unifor Staff** or other member of the National Executive Board may be filed by any five members of the National Executive Board.
6. The National Executive Board shall render a decision in writing which may:
 - Dismiss the charge.

- Refer the charge to the Public Review Board for further consideration of ethical practices and the Code of Ethics.
 - Reprimand the National Officer, Regional Director, **Assistant, Unifor Staff** or other member of the National Executive Board.
 - By a two thirds vote, suspend or remove a National Officer, Regional Director, **Assistant, Unifor Staff** or other member of the National Executive Board from office.
 - By a two thirds vote, expel the National Officer, Regional Director, **Assistant, Unifor Staff** or other member of the National Executive Board from membership in the union.
7. If the National Executive Board has suspended or removed from office the President, Secretary Treasurer, Regional Director, **Assistant, Unifor Staff** or other member of the National Executive Board, the accused may appeal the decision to the next meeting of the Canadian Council or Convention, whichever is closer.

Submitted by Local 222