



RESOLUTIONS

TO THE 3RD UNIFOR SKILLED TRADES
COLLECTIVE BARGAINING
&
NEW TECHNOLOGY CONFERENCE

February 7 – 9, 2023

Resolutions
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Resolution #1: WORK OWNERSHIP

Unifor Bargaining Committees will:

- Negotiate the following four requirements of skilled trades work ownership in their collective agreements.
 1. **Planning** – management meet semi-annually to review with Unifor skilled trades representatives projected workloads regarding all aspects of skilled trades work.
 2. **Information** – Advance notice of outside contract activities to be provided at least 10 days in advance to permit meaningful discussions and careful analysis of the company's workforce capabilities in connection with the subject work. This written notice shall provide the union with all available information on the nature of the work, including plans and the number of tradespersons required to perform the work.
 3. **Layoff – Recall** – When skilled trades employees are on layoff in a classification, the nature of which they customarily perform, and consideration is being given to outside contracting said work, Unifor skilled trades employees will be given first priority for the work, before letting the contract, provided they can perform the available work.
 4. **Full Utilization** – The policy is to fully utilize employees in maintenance skilled trades classification in the performance of maintenance and construction work consistent with local scheduling practices, when such work is required to be performed, skilled trades employees will be given first priority to do such provided they can perform such work. This policy will include any employee, that is qualified, from within the facility for temporary additional help.

Because:

- Outsourcing continues to take on many forms as outside vendors and contractors perform service, maintenance and warranty work on leased, rented and company-owned equipment.
- Vendors/Contractors are undertaking new installations, modifications, actual parts production, assembly and other forms of work historically and traditionally performed by Unifor members.
- These ever-increasing practices have had a severe and detrimental effect on job security of Unifor skilled trades members.
- Unifor has made major strides in protecting skilled trades work and skilled trades job security by being the first union to bargain the principle of Work Ownership through the Four Requirements as referred above, that management must adhere to.

Submitted by: Windsor & Essex County Skilled Trades Sub-Council

KEN ANDERSON

Resolution #2: FULL SKILLED TRADES STAFFING LEVELS

UNIFOR Bargaining Committees will:

- Negotiate a minimum number of Skilled Trade's employment levels.

Because:

- Global manufacturing has created an unfair and uncompetitive environment worldwide, and
- The economic collapse has created more failures of Companies, more consolidation of manufacturing products, and an increased measure of insecurity among our members, due to significant workforce changes that have seen Skilled Trades members being eroded away, and
- Recent Technological changes have increased the rate of work force change and Skilled Trades Classifications, and
- Attrition and vacation also contribute to the reduction of Skilled Trades numbers.

Submitted by: UNSTC Advisory Board

RAY HAMEL

Resolution #3: NEW TECHNOLOGY AND SKILLED TRADES TRAINING

Unifor Bargaining Committees will:

- Negotiate language that protects the work of Unifor skilled trades, also language to utilize and train them from the onset of all new investment and programs from design to installation as well as maintenance and warranty activities.
- Develop skilled trades training programs jointly that are delivered by Unifor skilled trades employees, prior to the equipment and automation being installed. This training will include preventative and predictive maintenance programs.
- Negotiate that Contractors and Vendors will only be allowed to offer productive expertise, information sharing and on the job training in an advisory capacity.

Because:

- Unifor skilled trades find themselves working in highly technical and competitive environments in various Canadian employment sectors, and in an era of rapidly changing technologies which, through the introduction of new technology; new equipment; advanced automation; and speed-up processes, may remove or replace bargaining unit work.
- Workplace computer programming and remote programming from external locations is encroaching on bargaining unit work, as well as creating possible hazardous conditions in the workplace.
- Self-diagnostics equipment; CNC; laser apparatus, radio frequency devices, Global Position Sensor (GPS), Nano Technology, 3-D Printers, preventative and predictive maintenance programs and other technologies and processes, require continual skilled trades training and upgrading.
- The increased costly reliance by management to utilize vendors and/or contractors for design and build, workplace installations, commissioning of equipment and automation, product launches and the following maintenance and/or warranty work has seriously eroded important work of the bargaining units.
- Unnecessary costly reliance by management to utilize vendors and contractors that are claiming protection under the guise of international trade agreements in off-shore corporations can significantly weaken the leverage of the union and eliminate local managements responsibilities for the work and projects they should remain in control of.

Submitted by: Oshawa & Eastern Ontario Skilled Trades Sub-Council

PATRICK DOYLE

Resolution #4: MENTORSHIP & TRAINING

The Unifor Bargaining Committees will:

- Bargain to ensure they have the resources and supports necessary for the Unifor's Skilled Trades Council to identify willing and qualified journeyperson mentors, within its bargaining units and to mentor apprentices.
- Incorporate mentorship training as a component of all apprenticeship programs to ensure trained, stable and quality mentors are never in short supply.

Because:

- The development of skilled tradespeople through apprenticeship is a critical requirement to fill current and anticipated skilled trades shortages.
- Apprentices identify their mentors as key influencers when they complete their apprenticeship.
- Mentor training, oversight and support are rare in Canadian workplaces, leaving quality mentorship to chance.

Submitted by: Windsor & Essex County Skilled Trades Sub-Council

FRANCOIS DUCHAINE

Resolution #5: APPRENTICESHIP HIRING RATIOS

Unifor Bargaining Committees will:

- Table proposals that demand a hiring ratio of one apprentice for every four skilled trades journeypersons in each skilled trades classification of the bargaining unit;

Because:

- There is a shortfall prediction for skilled trade's workers in Canada, based on current reliable forecast information.
- Many employers are reluctant to hire apprentices for a variety of reasons, ranging from the down-cycles in business economy, apprentice/journeyperson poaching and a lack of understanding of the economic advantages of apprentices to their company (See Canadian Apprenticeship Forum analysis on cost savings related to apprenticeships etc.).
- Also the Public Sector in most provinces in Canada are not living up to their responsibilities in apprenticeship hiring, despite pressure from Unifor and Provincial Labour Federations to establish ratios on all Publicly Funded projects, the numbers and ratios of apprentices to journeypersons are far below the Private Sector.

Submitted by: Toronto Skilled Trades Sub-Council

KEVIN SHIPLEY

Resolution #6: SKILLED TRADES HIRING PROCEDURES

Unifor Bargaining Committees will:

- Negotiate language that when a Unifor workplace covered by the collective agreement has an opening for a skilled trades journeyman to be hired, the employer will advise the Union to contact the Unifor Skilled Trades Department and accord “preferential hiring” status to Unifor qualified members.

Because:

- Unifor Journeymen should have opportunity for “preferential hiring”.
- The Unifor Skilled Trades Department regularly distributes information of Unifor workplaces seeking skilled trades workers for employment and this information is communicated to Unifor Skilled Trades Area Sub-Councils and to Unifor qualified members.

Submitted by: London Skilled Trades Sub-Council

RAY HAMEL

Resolution #7: CERTIFICATE OF QUALIFICATION FOR CONSOLIDATED TRADES & PROTECTION OF SKILLED TRADES BARGAINING UNIT WORK

Unifor Bargaining Committees will:

- Ensure that trades affected by consolidation must be consolidated into a recognized Certificate of Qualification (C of Q), apprenticeable trades and affected employee's seniority rights will be protected due to consolidation.
- Negotiate language that any employee in a consolidated skilled trade will be provided the required training to receive a (C of Q) for the recognized trade.
- Negotiate language that required training for skilled trades and apprentices will be governed and administered by a Unifor Apprenticeship Committee.
- Negotiate language for any local who has not established a Unifor Apprenticeship Committee to form one and the committee will ensure Unifor skilled trades and apprenticeship standards and training are met.
- Negotiate that the work shall be maintained and assigned within the skilled trades bargaining unit, when a trade or classification is lost through attrition and/or consolidation.

Because:

- The employers are continuously looking for efficiencies by attacking long-standing traditional trade structures within Unifor.
- Unifor have opposed unnecessary consolidations of trades and will continue to do so.
- More and more Unifor locals are being pressured to negotiate new agreements to attract new work or keep existing facilities open; and some of these new agreements allow for the consolidation of certain existing trades.
- Consolidation of trades can require extensive training for workers in existing traditional trades.

**Submitted by: Brampton, Georgetown, Milton, Oakville (BGMO) Area Skilled
Trades Sub-Council**

LARRY JEANVEAU

Resolution #8: REMUNERATION of FEES

Unifor Bargaining Committees will:

- Negotiate contractual remuneration for all required licenses, certifications, memberships and any special training requirement associated with changes to licences, certifications or memberships, for all Unifor Skilled Trades journeypersons and apprentices.

Because:

- Unifor will continue to lobby governments at all levels against the fragmentation of basic trades, because skilled trades have to continually upgrade their skills and knowledge in the present global economic environment.
- Governments and other regulatory bodies have instituted licensing and certification structures that will require trades holding a Certificate of Qualification (C of Q), and indentured apprentices in these trades in its jurisdiction to pay such fees.
- These licenses, certifications, memberships and any special training fees must be renewed on a regular basis (generally annually).

Submitted by: Local 100

LEANNE MARSH

Resolution #9: RED SEAL AND NEW TRADES PROCESS

Unifor Bargaining Committees will:

- Ensure compliance with the Unifor Advisory Board Policy – New Trade Recognition.

Because:

- Technological change and progress in the workplace is resulting in “new certifications” that are Red Seal recognized or Inter-Provincial recognized under Canadian Free Trade Agreement (CFTA) and reaffirms the Labour Mobility Agreement (LMA) provisions and obligations that have been established.
- This evolution in technology, combined with changes in provincial recognition of Certificate of Apprenticeship (C of A) and Certificate of Qualification (C of Q) and the legislated changes as referenced above, which requires all provinces to recognize training programs and certifications as valid, in all jurisdictions in Canada.

Submitted by: Brampton, Georgetown, Milton, Oakville (BGMO) - Area Skilled Trades Sub-Council

PAUL RENAUD

Resolution #10: OPPOSING AUSTERITY CONCEPT

Unifor Bargaining Committees will:

- Oppose false austerity measures and “race to the bottom” concepts that employers are seeking, off the backs of workers and will continue to bargain improvements in benefits and wages for skilled trades workers that include special skilled trades adjustments and progressive skilled trades language in collective agreements.

Because:

- Employers are utilizing economic downturns, lean production (and other speed-up concepts) and austerity measures to take away progressive advances made by unions for skilled trades workers, in the name of austerity, efficiency and global competition.
- Economic downturns are created by the mismanagement of the big banks, financial institutions, trade agreements and corporate executives, creating a paperless society, over-burdening workers, resulting in concessionary bargaining and losses in many cases.
- Employers are seizing on the opportunity to undermine the benefits, certifications and working conditions which unions have bargained for skilled trades workers over many contracts.

Submitted by: BC Skilled Trades Sub-Council

FRANCOIS DUCHAINE

Resolution #11: OPPOSING SKILLED TRADES TEMPORARY WORKERS

Unifor Bargaining Committees will:

- Negotiate into our Collective Agreements, replacements for any Unifor skilled trades members who are out of the workplace for any reason, such as; attrition; training; vacation; and disability or injury.
- Ensure all workers in the trades meet Unifor journeyman standards and get paid the same wages and receive the same benefits as the current members in the bargaining unit.

Because:

- The Corporate agenda and Global Manufacturing Systems are creating a leaner and leaner workforce, which is having a negative effect on the job security of Unifor Skilled Trades members.
- The reduced numbers of skilled trades, the accountability and demands placed on the skilled trades workers, are increasing, due to less workforce availability and the increasing demand of the technological advances in the facilities.
- Corporations and Governments are now increasing the reliance on temporary workers, or contract personnel hired from temporary agencies.
- Temporary agencies take advantage of members in need of employment by profiting from their labour and by creating situations of precarious work in our workplaces.
- Corporations and Governments have not taken into consideration the immense and necessary training to enable the skilled trades' workers to be involved in all aspects of new or existing equipment.
- Past bargaining gains of time-off, have not created enough new job opportunities in the skilled trades workforce to permit meaningful time-off.
- Unifor is a labour union that vehemently opposes the use of a temporary workforce and precarious work.

Submitted by: London Skilled Trades Sub-Council

ASHOK VENKATARANGAM

Resolution #12: WAGE AND PENSION DIFFERENTIALS

Unifor Bargaining Committees will:

- Ensure that employers funding levels are maintained and workers' pensions are never impacted negatively by underfunding.
- Negotiate skilled trades wages and pensions reflecting the minimum of the long standing skilled trades wage differential policy, as outlined in the Unifor Skilled Trades Policy Manual.

Because:

- Corporation and Governments lack of foresight has caused extreme shortages in Skilled Trades.
- The role of Unifor skilled trades workers is becoming increasingly more demanding due to technological advances, lean manufacturing systems and work organizations.
- More and more of the facilities and their sophisticated integrated automation and processes requires skilled trades workers to constantly upgrade their skills and knowledge, requiring Skilled trades be required to accept more responsibility throughout the entire workplace.
- There is a long history of our Union's success in securing special wage and pension increases through a skilled trades differential policy formula.

Submitted by: Windsor & Essex County Skilled Trades Sub-Council

KEVIN SHIPLEY

Resolution #13: SKILLED TRADES REPRESENTATION

Unifor Bargaining Committees will:

- Negotiate language for skilled trades to be elected exclusively by and from their group of skilled trades workers.

Because:

- Unifor skilled trades policies and structures have evolved and expanded since the CAW left the UAW in 1985 and many of our current Unifor policies and structures can trace their roots back to UAW conventions, administrative and policy letters from the 1940's, 50's, 60's and 70's; and Walter Reuther's 1956 - UAW Administrative Policy Letter recognized that skilled trades have tangible problems that need special consideration and special treatment for resolve.
- This policy letter paved the way to provide that skilled trades workers shall have direct representation of their own choosing as part of local shop bargaining committees and of all national bargaining committees and that these representatives are elected by and from the appropriate skilled trades groups.
- It is very important for skilled trades workers to understand the past to be able to move forward in the future, as present day skilled trades issues and problems are often quite similar to those in the past.
- The Unifor Constitution at Article-13 states the principle that skilled trades elected workplace representatives is elected exclusively by and from their group of skilled trades workers.
- Corporations and employers over many years have had a policy of "divide and rule" and as long as they were able to effectively implement that policy, they ruled.
- The key to ending this problem of "divide and rule" is to build one powerful industrial Union within the framework of worker solidarity, as witnessed in the formation of Unifor and its Constitution.

Submitted by: UNSTC - Advisory Board

RYAN LEAVEY

Resolution #14: SKILLED TRADES COUNCIL DUES

Unifor Bargaining Committees will:

- Negotiate language for the Unifor National Skilled Trades Council of one-half hour dues per year as per the Unifor Constitution, form part of every Unifor Collective Agreement that covers skilled trades members, including Apprentices.

Because:

- The Unifor National Skilled Trades Council has always worked to promote and improve the Unifor Skilled Trades Program, and in recent years, we have increased and expanded our activities across Canada.
- The Unifor National Skilled Trades Council (UNSTC) has sent representatives, at the Council's expense, to express and protect the interests of Skilled Trades workers at various skilled trades boards, councils, government bodies, etc.
- Unifor National Skilled Trades Council has taken an active role in the processing of bona fide journeyman cards.
- Through the years the Council has worked diligently to protect and improve the rights and benefits of every Skilled Trades worker in Unifor.
- The only revenue that the Council has to carry on those activities is the one-half hour per year dues that it receives from its members.

Submitted by: London Skilled Trades Sub-Council

PAUL RENAUD

Resolution #15: SKILLED TRADES UNION EDUCATION FUND

Unifor Bargaining Committees will:

- Negotiate a proposal that would require the employer to pay into an Education Fund for Unifor skilled trades employees.

Because:

- The Unifor Local Unions that represent workers employed by the Detroit Three automakers, first bargained an employer paid Skilled Trades Union Education Fund presently equating to five (5) cents per hour for all hours worked, for all members of the bargaining units.
- The purpose of this fund is to support/finance union directed initiatives for Skilled Trades workers, and these initiatives have been highly acclaimed as a huge success by the members.
- The Skilled Trades Union Education Program and also the Women's Skilled Trades and Technology Awareness Program are both successful examples of the programs funded.
- The Skilled Trades Union Education Fund to date has been negotiated in other Unifor sectors.

Submitted by: BC Skilled Trades Sub-Council

KEN ANDERSON

Resolution #16: LEAVE OF ABSENCE FOR SKILLED TRADES - SOCIAL COMMITMENT

Unifor Bargaining Committees will:

- Negotiate a proposal that would require the employers to grant a leave of absence to Skilled Trades employees to participate in Canadian and International relief work projects, as approved by the Unifor National Union.

Because:

- Unifor Skilled Trades workers have demonstrated that they are prepared and willing to volunteer their skills to assist in Canadian and International Relief Work Projects.
- Leaves of Absence (LOA) for Unifor Skilled Trades workers who volunteer to work on Relief Work Projects may not be granted by employers, as it is not specified in many Collective Agreements.
- The good corporate citizenship should dictate that such Leave of Absence should be granted to employees.
- Volunteering for other Unifor approved projects that require our Skilled Trades, showcase the enormous generosity and compassion of our Unifor Skilled Trades members, thereby promoting our Union.

Submitted by: Local 100

ASHOK VENKATARANGAM

Political Action Resolution

Resolution #17: APPRENTICESHIP HARMONIZATION/PAN-CANADIAN APPRENTICESHIP PROGRAM

Unifor National Skilled Trades Council (UNSTC) will:

- Support initiatives designed to empower apprentices to move anywhere in Canada to redeploy their skills and continue their apprenticeship uninterrupted.

Because:

- Economic circumstances often result in apprentices who are laid off or displaced from their initial and subsequent places of employment.
- Current and future skills shortages require active measures to engage retain and secure completion among registered apprentices.
- There are ongoing national and regional initiatives to undertake apprenticeship harmonization, particularly by the Canadian Council of Directors of Apprenticeship and the Atlantic Apprenticeship Harmonization project; and the Forum of Labour Market Ministers agreed to develop a Labour Mobility Protocol to support the movement of apprentices between jurisdictions, whether their trade is harmonized or not.

Submitted by: Windsor & Essex County Skilled Trades Sub-Council

DAVE TESOLIN

Political Action Resolution

Resolution #18: WORKING WITH LOCAL UNITS & BARGAINING UNIONS TO ESTABLISH SKILLED TRADES RECOGNITION LANGUAGE

The National Skilled Trades Department will:

- Assist Unifor skilled trades workers in establishing “**Skilled Trades Recognition Language**” in collective agreements and to secure additional provisions which safeguard and advance the interest of the skilled trades in this endeavour, whenever requested by a representative of the skilled trades in any Local Union or bargaining unit, irrespective whether they are members of the Unifor National Skilled Trades Council or not.

Because:

- The Unifor National Constitutional, Article 13 (National Skilled Trades Council - sub-section 7), requires all Local Unions and Bargaining Units to establish “**Skilled Trades Recognition Language**” in their collective agreements and to secure additional provisions which safeguard and advance the interest of the skilled trades. Yet some skilled trades worker in some Local Unions and bargaining units seem to experience difficulty when requesting assistance from the Skilled Trades Department.

Submitted by: UNSTC - Advisory Board

MIKE AQUILINA

Political Action Resolution

Resolution #19: INTERNAL ORGANIZING NON-UNSTC SKILLED TRADES MEMBERS.

The Unifor Skilled Trades Area Sub-Councils will:

- Actively become involved in Organizing Unifor skilled trades workers into the UNSTC Program through the use of the designated Skilled Trades Area Sub-Council “Organizer” position, currently required in every Area Sub-Council. Regular reporting of the “Organizers” activities will be an agenda item on all Skilled Trades Area Sub-Council meeting agendas and reports to all UNSTC Conferences.

Because:

- of our growth in Unifor through mergers and expansion, not all of the Unifor Skilled Trades workers are members of the UNSTC and benefit from that membership.
- Many local unions or bargaining units with Skilled Trades members are not affiliated to the Unifor National Skilled Trades Council (UNSTC) and do not participate in the Skilled Trades Program, for various reasons.
- Many Unifor Skilled Trades members may be reluctant to join the UNSTC, resulting from issues, such as; geographic distance problems; Local Union Internal Structures & Politics; Fear of Solidarity Loss with production; and possible Bargaining Committee Friction.
- Our UNSTC needs to continue and grow, with the goal of representing all of the 60,000 skilled trades members in our Union.

Submitted by: UNSTC - Advisory Board

MIKE MICHAUD