

Resolutions

Canadian Council 2018



unifor

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Resolution No. 1

Unifor National will:

1. Lobby the federal government (Service Canada) and particularly Prime Minister Justin Trudeau to ensure that the additional five (5) weeks become a permanent feature of the Canadian Employment Insurance Act.

Because:

- The federal government under the leadership of the Liberal Party introduced a five-week (5) extension on Employment Insurance Benefits; and
- Canadian workers face uncertainty of the government's intent and regulations between years; and
- Canadian rural economies are heavily dependent on seasonal employment opportunities, and
- The economy throughout Canada continues to face significant challenges that directly impact wage earning workers.

Submitted by Unifor Local FFAW-Unifor

**Keith Sullivan, President
David Decker, Secretary-Treasurer**

**** Note Resolution received past the deadline***

Resolution No. 2

Unifor National will:

1. Ask all locals to lend their support to the Media Action Plan by:
 - a. Going to www.mediaactionplan.ca and send your MP a message demanding action; and
 - b. Follow the plan on Twitter @MAP_Canada and on Facebook at Media Action Plan/ Plan d'action media; and
 - c. Help by retweeting and sharing our articles with local social networks; and
 - d. Ask all Canadian Council delegates to look at the big screen and join a twitter storm by tweeting the message on the screen right now to send a message to the federal government that we have to #SaveLocalNews before it is too late.

Because:

- Unifor's media workers need your help. Members in the print and broadcasting sector are struggling with a crisis in journalism. Many Unifor members have seen our brothers and sisters laid off, newsrooms continue to shrink, community newspapers are shutting down and remaining media workers do more with less; and
- The very fabric of our democracy is at stake, because when the lights go out in Canada's newsrooms, who will hold politicians and people in power accountable; and
- Unifor Brothers and Sisters can help us do something about it. Two years ago, the Media Council launched the Media Action Plan. It is a committee staffed and funded by the locals in Media. We are asking the Liberal Government and their regulatory arm, the CRTC to do a much better job and take action now.

Submitted by Unifor Local 79M

**Jake Moore, President
Tracy Nolan, Recording-Secretary**

Resolution No. 3

Unifor National will:

1. Support the speedy passage of proactive federal workplace pay equity legislation based upon the Parliamentary Standing Committee report “It’s Time to Act”; and
2. Devise an action plan for implementation of the federal legislation, including:
 - a. Appointment of Local and Unit pay equity committees to implement and enforce pay equity in the workplace; and
 - b. Enrolment of Locals in information sessions and training provided by the National Union; and
 - c. Strike an Advisory Committee at the National level comprised of national staff, Regional Directors and relevant sector council chairs to guide Unifor’s efforts to implement and enforce the legislation; and
 - d. Provide pay equity information/training to Presidents at Regional Council /Presidents’ meetings; and
 - e. Provide union education to key local representatives (e.g. 3 day course).

Because:

- The federal government has announced its intention to legislate a workplace pay equity law in federally regulated private sectors, adopting best practices of provincial legislation in Ontario and Québec; and
- Workplace pay equity laws are a vital part of the fight against gender-based wage injustice, including the fight for childcare, educational opportunity and other factors that have created the unacceptable national wage gap between men and women.

Submitted by Unifor Local 6006

**Pearl Almeida, President
Angela Stuart, Secretary-Treasurer**

Resolution No. 4

Unifor National will:

1. Support the speedy enactment of workplace pay equity legislation based upon the Parliamentary report “It’s Time to Act”; and
2. The National Union in cooperation with Locals representing federally regulated employees devise an action plan for implementation of the federal legislation, including:
 - a. Appointment of Local pay equity committees to implement and enforce pay equity in the workplace; and
 - b. Information and training provided by the National Union; and
 - c. An Advisory Committee at the National level comprised of Regional Directors, national staff and sector council chairs.

Because:

- The decades-old fight for workplace pay equity in the federal sector is a vital part of the labour movement’s dedication to wage justice that also includes the fight for childcare, educational and career opportunity, & other factors; and
- The federal government has announced its intention to legislate a workplace pay equity law in the federally regulated public and private sectors, adopting the best practices of provincial legislation in Ontario and Québec.

Submitted by Unifor Local 6004

**Derek MacLeod, President
Brooke Hooykaas, Recording-Secretary (acting)**

Resolution No. 5

Unifor National will:

1. Support the speedy passage of proactive federal workplace pay equity legislation based upon the Parliamentary Standing Committee report “It’s Time to Act”; and
2. Devise an action plan for implementation of the federal legislation, including:
 - a. Appointment of Local and Unit pay equity committees to implement and enforce pay equity in the workplace; and
 - b. Enrolment by Locals in information sessions and training provided by the National Union; and
 - c. Striking an Advisory Committee at the National level comprised of national staff, Regional Directors and relevant sector council chairs to guide Unifor’s efforts to implement and enforce the legislation.

Because:

- The federal government has announced its intention to legislate a workplace pay equity law in the federally regulated private sector, adopting the best practices of provincial legislation in Ontario and Québec; and
- Workplace pay equity laws are a vital part of the fight against gender-based wage injustice, including the fight for childcare, educational opportunity and other factors that have created the unacceptable national wage gap between men and women.

Submitted by Unifor Local 780G

**Alex Charles, President
Edward Geppert, Recording Secretary**

Resolution No. 6

Unifor National will:

1. Support the speedy enactment of proactive federal workplace pay equity legislation based upon the Parliamentary Standing Committee report “It’s Time to Act”; and
2. Devise an action plan for implementation of the federal legislation, including:
 - a. Appointment of Local and Unit pay equity committees to implement and enforce pay equity in the workplace; and
 - b. Enrolment by Locals in information sessions and training provided by the National Union; and
 - c. An Advisory Committee at the National level comprised of national staff, Regional Directors and sector council chairs to guide Unifor’s efforts to implement and enforce the legislation.

Because:

- The federal government has announced its intention to legislate a workplace pay equity law in the federally regulated public and private sectors, adopting the best practices of provincial legislation in Ontario and Québec; and
- Workplace pay equity laws are a vital part of the fight against gender-based wage injustice, including the fight for childcare, educational opportunity and other factors that have created the unacceptable national wage gap between men and women.

Submitted by Unifor Local 723M

**Angelo Contarin, President
Frank Barron, Recording Secretary**

Resolution No. 7

Unifor National will:

1. Support the speedy passage of proactive federal workplace pay equity legislation based upon the Parliamentary Standing Committee report “It’s Time to Act”; and
2. Devise an action plan for implementation of the federal legislation, including:
 - a. Appointment of Local and Unit pay equity committees to implement and enforce pay equity in the workplace; and
 - b. Enrolment by Locals in information sessions and training provided by the National Union; and
 - c. Striking an Advisory Committee at the National level comprised of national staff, Regional Directors and relevant sector council chairs to guide Unifor’s efforts to implement and enforce the legislation.

Because:

- The federal government has announced its intention to legislate a workplace pay equity law in the federally regulated private sector, adopting the best practices of provincial legislation in Ontario and Québec; and
- Workplace pay equity laws are a vital part of the fight against gender-based wage injustice, including the fight for childcare, educational opportunity and other factors that have created the unacceptable national wage gap between men and women.

Submitted by Unifor Local 103

**Andy Mitchell, President
Laurie Meilleur, Recording Secretary**

**** Note Resolution received past the deadline***

Resolution No. 8

Unifor National will:

1. Not donate money to organizations that discriminate against transgender individuals or groups; and
2. Encourage all Locals to only donate to transgender inclusive organizations and will encourage organizations who are transgender exclusionary to change their practices.

Because:

- Unifor supports transgender workers and respects all forms of gender identity; and
- An organization that provides services to woman, and that refuses to provide those same services to transgender women is considered by Unifor to be discriminatory towards transgender individuals, as is an organization that provides services to men but refuses to provide those same services to transgender men.

Submitted by Unifor Local 433

**James Monks, President
Mike Noble, Recording Secretary**

Resolution No. 9

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); and
2. Donate \$5,000 to the Child Care Advocacy Association of Canada in support of the Child Care Now's campaign efforts; and
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:

- Quality child care services are too often unavailable and unaffordable to families in Canada, including to Unifor members; and
- All levels of government have a role to play in making quality child care programs more affordable and available to families; and
- 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 Unifor Local 4501

**Jacques Despres, President
Fern Doiron, Secretary-Treasurer**

Resolution No. 10

Unifor National will:

1. Across Canada, actively participate in an annual campaign “Make It Safe Day” Canada’s Obligation to End the First Nations Water Crisis.

Because:

- There are hundreds of First Nations living on reserves across this country who have no access to running water or a working sewage system. They cannot cook, drink or bathe in the water; and
- There are more than 100 water advisories that are routinely in effect preventing the use of water, with some Indigenous communities living under these same advisories for nearly 20 years; and
- Canada has recognized the right to safe drinking water is a basic human right. The federal government continues to discriminate against First Nation children on reserves by failing to provide the same level of services that exist in our Country; and
- A “Day of Action” is needed to enforce the federal government to deliver on its \$4.6 billion infrastructure investment in Indigenous communities to ensure the provisions and access to drinkable water; and
- It is time to action past wrongs on the ongoing injustices Indigenous peoples face in Canada and for Unifor to recognize June 5 as “Make it Safe Day”.

Submitted by Unifor Local 6008

William Reid, President

Resolution No. 11

Unifor National will:

1. Be geographically aware of where campaigns and content is needed, and try to engage and support local Unifor members to create or produce that content for whatever and wherever those campaigns may be.

Because:

- Unifor has members across the country and having work supported from the National boosts morale of our members; and
- Members working on National campaigns and content will have a greater understanding and appreciation of what the National is engaging in at the civic, provincial or regional level; and
- It shows our employers that Unifor is standing together and supporting Unifor members and industries.

Submitted by Unifor Local 780G

**Alex Charles, President
Edward Geppert, Recording Secretary**

Resolution No. 12

Unifor National will:

1. Be geographically aware of where campaigns and content is needed, and try to engage and support local Unifor members to create or produce that content for whatever and wherever those campaigns may be.

Because:

- Unifor has members across the country and having work supported from the National boosts morale of our members; and
- Members working on National campaigns and content will have a greater understanding and appreciation of what the National is engaging in at the civic, provincial or regional level; and
- It shows our employers that Unifor is standing together and supporting Unifor members and industries.

Submitted by Unifor Locals 75G, 591G, 717G and 780G

**Leslie Mathiason, President, Local 75G
Yvonne Barré, Recording Secretary, Local 75G**

Resolution No. 13

Unifor National will:

1. Endorse the procedure that if a unit ceases to exist, any monies in their Paid Education Leave Fund will be placed in Paid Education Leave fund for their former respective local.

Because:

- An educated membership is an engaged membership and through that engagement empowers the union; and
- Unifor has embraced this principle of education through the Paid Education Leave program which creates a strong membership; and
- Locals have the closest connection to the members on many levels and can respond to the needs at the unit level; and
- Many small units are being organized and are unable to sustain a viable Paid Education Leave program or unable to bargain language to support Paid Education Leave.

Submitted by Unifor Local 504

**Glenn Westoby, President
Cary MacMillan, Financial Secretary**

Resolution No. 14

Unifor National will:

1. Organize a National Transportation Conference before the next triennial Convention meeting in 2019. This Conference will assemble members, activists, and Local and National Union leadership in the various transportation sectors we are working in to collaboratively discuss and strategize on how we can strengthen our organizing, bargaining, and advocacy in the industry.

Because:

- The Canadian road, air, marine, and rail transportation industries continue to be significant and growing drivers of the Canadian economy, connecting our towns, cities, regions, and provinces and territories; and
- Unifor is recognized as Canada's foremost 'Transportation Workers Union', representing workers across the country in both the transportation manufacturing and services sector, and working to improve wages and working conditions for thousands of members; and
- Unifor continues to be a key stakeholder and plays a leading role in transportation policy and advocacy at all levels of government, including on the global stage in collaboration with our international labour allies, such as the International Transport Workers' Federation; and
- The changing nature of work, technology, deregulation, health and safety, and privatization continue to pose unique challenges for our members and workplaces, requiring a collective organized response and pushback; and
- Our collective membership works to move people and goods across the country and beyond, we have an absolute right and responsibility to have a say on how these sectors and workers interact with each other, the environment, and our economy.

Submitted by Unifor Local 103

**Andy Mitchell, President
Laurie Meilleur, Recording Secretary**

Resolution No. 15

Unifor National will:

1. Convene a national meeting of all Locals representing members in transit. The purpose of the meeting will be to formulate a series of transit priorities to form a Unifor National Transit Policy; and
2. Create a Unifor National Transit Policy; and
3. Hold a National Transit Lobby in Ottawa; and
4. Lead a National Campaign urging the federal government to institute a National Transit Strategy in the 2019 Federal Budget.

Because:

- Unifor does not have a National Transit policy despite representing thousands of transit workers across the country; and
- Canada is the only G7 country without a National Transit Strategy.

Submitted by Unifor Local 111

**Steve Sutherland, President
Jessie Rana, Recording Secretary**

Resolution No. 16

Unifor National will:

1. Convene a National meeting of all Locals who represent city/municipal transit workers with the purpose of which will be to formulate a series of transit priorities to form a Unifor National Transit Policy; and
2. Create a Unifor National Transit Policy; and
3. Hold a National Transit Lobby in Ottawa; and
4. Lead a National Campaign urging the federal government to institute a National Transit Strategy in the 2019 federal budget.

Because:

- Unifor does not have a National City/Municipal Transit policy; and
- Unifor represents thousands of transit workers across the country; and
- Canada is the only G7 Country without a National Transit strategy.

Submitted by Unifor Local 114

**Gord McGrath, President
Barbie Zipp, Recording Secretary**

Resolution No. 17

Unifor National will:

1. Convene a National meeting of all Locals who represent city/municipal transit workers the purpose of which will be to formulate a series of transit priorities to form a Unifor National Transit Policy; and
2. Unifor hold a National Transit Lobby in Ottawa; and
3. Lead a National Campaign urging the federal government to institute a National Transit Strategy in 2019 federal budget.

Because:

- Unifor does not have a National City/Municipal Transit policy; and
- Unifor represents thousands of transit workers across the country; and
- Canada is the only G7 Country without a National Transit strategy.

Submitted by Unifor Local 333BC

**Ben Williams, President
Nikki Berekoff, Recording Secretary**

Resolution No. 18

Unifor National will:

1. Convene a national meeting of all Locals representing members in transit. The purpose of the meeting will be to formulate a series of transit priorities to form a Unifor National Transit Policy; and
2. Create a Unifor National Transit Policy; and
3. Hold a National Transit Lobby in Ottawa; and
4. Lead a National Campaign urging the federal government to institute a National Transit Strategy in the 2019 federal budget.

Because:

- Unifor does not have a National Transit policy despite representing thousands of transit workers across the country; and
- Canada is the only G7 country without a National Transit Strategy.

Submitted by Unifor Local 433

**James Monks, President
Mike Noble, Recording Secretary**

Resolution No. 19

Unifor National will:

1. Ensure every effort be taken to encourage hospitality employers to develop effective policies and programs to address sexual harassment through the collective bargaining process and/or policies and legislation, including policies on protecting whistleblowers, affording workers the right to cease service to a guest/customer who they feel is sexually harassing them, and outlining a procedure for managing guests/customers reported to have sexually harassed/assaulted a worker; and
2. Ensure every effort be taken to supply hospitality workers with access to a panic button (or comparable way to rapidly access help when working alone.

Because:

- A recent survey found that a majority of hotel workers have experienced sexual harassment at the hands of a guest; and
- The prevailing “customer is always right” culture in hospitality industries may discourage the reporting or proper handling of incidents of sexual harassment and/or assault; and
- Room attendants often encounter guests while working alone, increasing the risk of sexual harassment and/or assault.

**Submitted by Unifor Hospitality & Gaming Industry Council
Locals 252, 504, 1090**

Resolution No. 20

Unifor National will:

1. Renew efforts to actively lobby and campaign the federal government to introduce legislation to adopt regulated single-sports betting in Canada; and
2. Ensure gaming locals be provided resources and training to lobby their local elected officials on this issue.

Because:

- The Criminal Code of Canada currently prohibits Canadians from wagering on “any race or fight, or on a single-sport event or athletic contest, allowing provinces to only run “parlay bets” where individuals must bet on the outcome of multiple games; and
- Two previous NDP attempts to introduce Federal legislation to legalize single-sports betting in 2012 and 2016 (Bill C-290 and Bill C-221) have failed to pass the Senate and House of Commons; and
- Research suggests that an estimated \$14 billion is spent by Canadians each year on single-sports betting through illegal bookmaking operations, often run by organized crime, or through offshore online sports betting websites; and
- Legal ‘grey zones’ are preventing law enforcement agencies in pursuing illegal offshore betting website that seem to operate freely, nor are they pursuing Canadians who are using these sites; and
- The legalization of single-sports betting would provide an alternative to current illegal betting, provide an additional source of revenue for provinces, help create new and sustain existing casino jobs and increase cross-border tourism; and
- Research estimates that single-sports betting would add 250 full-time jobs as Caesars Windsor and Fallsview Casino; Caesars could also see a net gaming profit of between \$18 and \$24 million and Fallsview \$9 million to \$12 million in profit; and
- A number of sports leagues have begun to voice their support for regulated single-sports betting, including the National Basketball Association (NBA), the Canadian Soccer Association, and the International Olympic Committee.

**Submitted by Unifor Hospitality & Gaming Industry Council
Locals 252, 504, 1090**

Resolution No. 21

Unifor National will:

1. Once convention has adjourned the Resolutions committee will report to all locals regarding resolutions that were carried, defeated or referred. This time frame should be within six (6) weeks of convention adjournment.

Submitted by Unifor Local 672

**Paul Weiss, President
Dean Hart, Vice President**

Resolution No. 22

Unifor National will:

1. Ensure if there are no delegates opposed to the resolution, a minimum of five (5) speakers in favor will be heard to ensure all resolutions can be addressed.

Because:

- Resolutions will have a set time of 30 minutes each during convention to be heard and a respectable time of three (3) minutes to address or debate; and
- The Convention floor will be equipped with microphones for both pros and cons to which speakers can alternate in favor or opposed; and

Submitted by Unifor Local 672

**Paul Weiss, President
Dean Hart, Vice President**

Resolution No. 23

Unifor National will:

1. Employ, hire, engage and work with Unifor members, their shops and their services before any other Unions, Community Chapters or other socially conscious people who provide such services when our Union requires them; and
2. Employ, hire, engage and work with Unifor Graphical workers for all printing, publishing, design, videography and website work whenever such work is required.

Because:

- Unifor supports employing unionized workers and using unionized services whenever possible and, employing Unifor workers and their skills is the preferred choice; and
- When Unifor is employing workers and using services we are paying for the costs with funds collected from the dues paying Unifor members; and
- Unifor members employed by Unifor contribute dues back to Unifor which offsets some of the costs of our National Union; and
- Other Unions, community chapters and socially conscious workers do not pay dues to Unifor.

Submitted by Unifor Local 591G

**John Lawrie, President
Burke Moffat, Recording Secretary**

Resolution No. 24

Unifor National will:

1. Employ, hire, engage and work with Unifor members, their shops and their services before any other Unions, Community Chapters or other socially conscious people who provide such services when our Union requires them; and
2. Employ, hire, engage and work with Unifor Graphical workers for all printing, publishing, design, videography and website work whenever such work is required.

Because:

- Unifor supports employing unionized workers and using unionized services whenever possible and employing Unifor workers and their skills is the preferred choice; and
- When Unifor is employing workers and using services we are paying for the costs with funds collected from the dues paying Unifor members; and
- Unifor members employed by Unifor contribute dues back to Unifor which offsets some of the costs of our National Union; and
- Other unions, community chapters and socially conscious workers do not pay dues to Unifor.

Submitted by Unifor Local 780G

**Alex Charles, President
Edward Geppert, Recording Secretary**

Resolution No. 25

Unifor National will:

1. Direct its membership to abstain from taking part in Green-Washing “Green/Environmental” hotel programs and initiatives that reduce or limit housekeeping services when staying in hotels; and
2. Make every effort to mitigate the loss of housekeeping hours due to Green-Washing “Green/Environmental” programs and initiatives through the collective bargaining process.

Because:

- Hotel green programs and initiatives mislead guests in believing that they are helping the hotel save the planet, when in fact they are actually working to cut hotel housekeeping labour costs. This is a form of “Green-Washing” — making non-environmental practices look environmental; and
- When a guest waives all housekeeping services, the time needed to clean that room when they checkout increases. However, nearly all hotel employers refuse to allocate additional cleaning time for these dirtier rooms that did not receive the proper daily maintenance, further increasing the risk of injuries; and
- These activities result in hard working housekeeping and laundry staff having their scheduled hours reduced, and/or in reduced numbers of overall staff needed to launder linens and clean rooms.

**Submitted by Unifor Hospitality & Gaming Industry Council
Locals 252, 504, 1090**

Resolution No. 26

Unifor National will:

1. Support all organizations and groups opposed to the project for a radioactive waste landfill site in Chalk River; and
2. Put pressure on the Canadian Nuclear Safety Commission so that all necessary measures are taken to ensure the proper management of its radioactive waste and to make sure that the company responsible for this file is much more transparent in terms of respecting citizens, future generations and the environment.

Because:

- The site is situated on the surface, in an earthquake-prone region; and
- There is also concern that this new site may attract radioactive waste from other sites internationally, including the United States; and
- The location of the Ontario site is less than one kilometre from the Ottawa River, the main tributary of the St. Lawrence River and the largest source of drinking water for several million residents of Eastern Canada.

Submitted by Unifor Local 62

**Francis Martin, President
Sébastien Bourgeois, Recording Secretary**

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