

SAMPLE LANGUAGE

Article XX.X

Establishment of a Racial Justice Advocate and Anti-Racism Action Plan

X.1 In recognition of societal racism, the Parties agree to identify a Racial Justice Advocate at each facility covered by this agreement.

X.2 A Racial Justice Advocate is an individual who identifies as a member of the Black, Indigenous or racialized community.

X.3 The Unifor Local Union President is responsible for the selection of the facility Racial Justice Advocate with input of identifying Black, Indigenous and racialized union members.

X.4 A Racial Justice Advocate is a workplace representative who will assist and provide support for Black, Indigenous and racialized workers whose role in the workplace will include:

- Listening;
- Providing support to black, indigenous and racialized members including concerns related to racial discrimination and racial violence;
- Assisting with racial justice initiatives;
- Promoting access to community culturally appropriate services;
- Working with facility leadership to develop, implement and monitor an anti-racism action plan that is aligned with both Company and Union anti-racism and equity strategies;
- Networking with allied organizations and local community partners.

X.5 Should the Racial Justice Advocate require time off the job in order to fulfil their duties, the union, if in agreement, will submit a leave of absence request for approval by the human resources department and such approval shall not be unreasonably withheld.

Article XX.X

Recognition of March 21 – the International Day for the Elimination of Racial Discrimination

X.1 The Parties agree to recognize March 21 as the International Day for the Elimination of Racial Discrimination.

X.2 On each occasion, the Parties agree that at 11:00 a.m., each facility covered by this agreement will observe one minute of reflection in recognition to re-affirm the joint commitment to end racism.