



# **SKILLED TRADES RESOLUTIONS**

**1<sup>ST</sup> UNIFOR SKILLED TRADES  
COLLECTIVE BARGAINING &  
NEW TECHNOLOGY CONFERENCE**

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## **UNIFOR NATIONAL SKILLED TRADES COUNCIL**

The Unifor National Skilled Trades Council (UNSTC) recognizes that Unifor is very diverse and represents workers in various sectors across Canada. It also understands that issues are different and some are very complex, needing special attention. Unifor has taken the differing needs of all industries and has formulated bargaining demands addressing these issues.

The founding of the Canadian Auto Workers in 1985, after separating from the UAW, began a forward trend in bargaining gains for all workers, including skilled trades. The Unifor National Skilled Trades Council has been at the forefront of promoting and attaining, through resolutions, the specific needs of all skilled trades' workers in all industries.

The Resolutions that follow in this booklet are a formulation of the current issues and concerns that need to be addressed. They are necessary to negotiate with employers who employ Unifor skilled trades workers and the employers must understand that the same determination and commitment will be given to the implementation of these resolutions. It is further required that all past gains must be introduced and negotiated into all collective agreements.

Respectfully submitted by,

**Skilled Trades Council Executive Board:**

**David Cassidy, Nelson Gagne, Joe Elworthy, Ray Hamel, Paul Renaud, Bill Dickson, Jacques Ouimet, Ashok Venkatarangam**

**Skilled Trades Council Resolutions Committee**

**Dave Tveit, & Mark Thayer**

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## **RESOLUTION # 1**

### **APPRENTICESHIP HIRING RATIOS**

**WHEREAS:** There is a shortfall prediction for skilled trade’s workers in Canada, based on current reliable forecast information; and

**WHEREAS:** Many private sector 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.); and

**WHEREAS:** 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.

**THEREFORE BE IT RESOLVED:**

That where Unifor represents skilled trades workers in the Private and Public Sectors, the bargaining committee 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; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.



## **RESOLUTION #2 RED SEAL AND NEW TRADES PROCESS**

**WHEREAS:** Technological change and progress in the workplace are resulting in “new certifications” that are Red Seal recognized or Inter-Provincial recognized under the Agreement on Internal Trade (AIT) and Labour Mobility Agreement (LMA) legislation; and

**WHEREAS:** This evolution in technology, combined with changes in provincial recognition of Certificates of Apprenticeships and Qualifications and the legislated changes to the Inter-Provincial AIT and LMA etc. requires all provinces to recognize training programs and certifications as valid in all jurisdictions in Canada.

**THEREFORE BE IT RESOLVED:**

That wherever Unifor represents skilled trades workers in any jurisdiction in Canada, the bargaining committees must ensure compliance with the Unifor Advisory Board Policy – New Trade Recognition; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

### **RESOLUTION #3 REMUNERATION OF FEES**

**WHEREAS:** Skilled trades have to continually upgrade their skills and knowledge in the present global economic environment; and

**WHEREAS:** 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; and

**WHEREAS:** These licenses, certifications, memberships and any special training fees must be renewed on a regular basis (generally annually).

**THEREFORE BE IT RESOLVED:**

That Unifor 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; and

**THEREFORE BE IT FURTHER RESOLVED:**

That Unifor continue to lobby governments at all levels against the fragmentation of basic trades; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.



## **RESOLUTION #4 OPPOSING AUSTERITY CONCEPT**

**WHEREAS:** 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; and

**WHEREAS:** The 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; and

**WHEREAS :** Employers are seizing on the opportunity to undermine the benefits, certifications and working conditions which unions have bargained for skilled trades workers over many, many contracts;

**THEREFORE BE IT RESOLVED:**

That Unifor bargaining committees oppose these false austerity measures and “race to the bottom” concepts that employers are seeking, off the backs of workers: and

**THEREFORE BE IT RESOLVED:**

That Unifor 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; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

## **RESOLUTION #5**

### **OPPOSING DOWNGRADING IN THE NAME OF GREEN & SUSTAINABILITY**

**WHEREAS:** Unifor and its affiliate unions fully support environmental initiatives for a sustainable environment and economy, recognizing the urgency to protect planet earth from global warming resulting from centuries of pollution; and

**WHEREAS:** Corporations, multinationals and right wing governments and institutions are using this environmental crisis as an opportunity to erode hard fought working conditions and standards for the protection of workers and the public, by purporting to manufacture products as “green” and labeling them accordingly; and

**WHEREAS:** These products, at times, have the “green label” falsely applied and are often manufactured under sub-standard health and safety and other undignified conditions that would not be tolerated in a unionized environment; and

**WHEREAS:** Corporations, governments and other disreputable agencies are also using the emotions of the public to try and establish new green trades and other new certifications in order to cut wage rates and benefit packages, defragmenting existing trades; and

**WHEREAS:** Economic down-turns in the Global and Canadian economy has resulted in job loss, layoffs and hardship for many Canadians and their families, in communities all across Canada, which has forced many workers into accepting concessionary demands by the right wing governments, corporations and institution.

#### **THEREFORE BE IT RESOLVED:**

That Unifor Bargaining Committees representing Skilled Trades members, table proposals that will oppose any move by employers to downgrade skilled trades standards in the name of “Green and Sustainability” labels being applied to goods, services, materials, installations and equipment, that compromise hard fought gains in safety standards, working conditions and trade standards: and

#### **THEREFORE BE IT FURTHER RESOLVED:**

That Unifor Bargaining Committees oppose fragmentation of any trade associated with catch phrases like “Green and Sustainability”; and

#### **THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

## **RESOLUTION #6 OPPOSING SKILLED TRADES TEMPORARY WORKERS**

**WHEREAS:** 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; and

**WHEREAS:** Due to 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; and

**WHEREAS:** Corporations and Governments are now increasing the reliance on temporary workers, or contract personnel hired from temporary agencies; and

**WHEREAS:** 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; and

**WHEREAS:** Corporations and Governments have not taken into consideration the immense and necessary training to enable the skilled trades worker to be involved in all aspects of the new or existing equipment; and

**WHEREAS:** Past bargaining gains of time off have not created enough new job opportunities in the skilled trades workforce to permit meaningful time off; and

**WHEREAS:** Unifor is a labour union that vehemently opposes the use of a temporary workforce and precarious work.

### **THEREFORE BE IT RESOLVED THAT:**

- 1) The Unifor Bargaining Committees 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, medical, injury; and
- 2) 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; and

### **THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.



## **RESOLUTION #7 FULL SKILLED TRADES EMPLOYMENT**

**WHEREAS:** 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 laid off; and

**WHEREAS:** The demographics in many workplaces have resulted in insufficient senior, retirement age members being able to retire, or electing not to retire and thus creating problems of fewer openings for non-retirement age junior members; and

**WHEREAS:** The Government's elimination of mandatory retirement at age 65 in provinces and territories across Canada has allowed workers to continue to work beyond the age of 65; and

**WHEREAS:** In some cases, economic recovery is seeing increased profits for Companies, and an opportunity to provide new work into the facilities, yet the number of laid-off trades people continues to exist in many communities.

### **THEREFORE BE IT RESOLVED:**

That Unifor Bargaining Committees set a clear goal to return laid off skilled trades back to work; and

### **THEREFORE BE IT FURTHER RESOLVED:**

That Unifor Bargaining Committees negotiate opportunities to allow early retirement incentives for workers to retire and thereby create employment opportunities for laid-off skilled trades; and

### **THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.



## **RESOLUTION #8 SKILLED TRADES PENSION**

**WHEREAS:** The demographics in many work places have resulted in insufficient numbers of Skilled Trades workers able to retire through retirement incentive packages. The incentive was designed to allow high seniority skilled trades workers to retire earlier than they would have and in turn, help create or maintain employment for Skilled Trades with less seniority. This insufficient number of Skilled Trades workers not being able to retire early, has resulted in some Skilled Trades with less seniority being placed in non-trades jobs; and

**WHEREAS:** Skilled Trades workers placed on non-trades jobs, in some workplaces, could result in them retiring at a lower pension benefit even after working most of the time in skilled trades.

**THEREFORE BE IT RESOLVED:**

That Unifor bargaining committees set a clear goal that any skilled trades worker who has worked as a journeyman in the workplace, be allowed to retire at a Skilled Trades pension; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

**RESOLUTION #9**  
**CERTIFICATE OF QUALIFICATION FOR CONSOLIDATED TRADES & PROTECTION**  
**OF SKILLED TRADES BARGAINING UNIT WORK**

**WHEREAS:** The employers are continuously looking for efficiencies by attacking long standing traditional trade structures within Unifor, and Unifor have opposed unnecessary consolidations of trades and will continue to do so; and

**WHEREAS:** More and more Unifor locals are being pressured to negotiate new agreements to attract new work or keep existing facilities open; and

**WHEREAS:** Some of these new agreements allow for the consolidation of certain existing trades; and

**WHEREAS:** Consolidation of trades can require extensive training for workers in existing traditional trades.

**THEREFORE BE IT RESOLVED THAT:**

- 1) Those trades affected by consolidation must be consolidated into a recognized Certificate of Qualification (C of Q) apprenticeable trade and affected employee's seniority rights will be protected due to consolidation.
- 2) Unifor negotiates 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.
- 3) Unifor to negotiate language that required training for skilled trades and apprentices will be governed and administered by a Unifor Apprenticeship Committee.
- 4) Unifor to negotiate language for any local who has not established a Unifor Apprenticeship Committee to form one and the committee will ensure proper skilled trades and apprenticeship standards and training are met.
- 5) Where a trade or classification is lost through attrition, Unifor will negotiate that the work shall be maintained and assigned within the skilled trades bargaining unit.
- 6) Any Unifor trade that is consolidated, then its present skilled trades bargaining unit work shall be maintained and assigned within the skilled trades bargaining unit and shall not be transferred or contracted out of the skilled trades bargaining unit; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

## **RESOLUTION #10 SKILLED TRADES HIRING PROCEDURES**

**WHEREAS:** Unifor workplaces over the years have seen numerous plant closures and these plant closures have resulted in a large number of skilled trades being permanently laid off; and

**WHEREAS:** Unifor has entered into initiatives and protocols with other unions and organizations to help licensed laid off Unifor skilled trades find employment with these groups that have skilled trades employment opportunities; and

**WHEREAS:** The Unifor Skilled Trades Department regularly distributes information of Unifor workplaces seeking skilled trades workers for employment. The information is distributed to Unifor Skilled Trades Area Sub-councils and to union leadership contacts. These contacts then pass on the employment opportunities to lay off Unifor skilled trades seeking skilled trade's employment at a Unifor workplace.

**THEREFORE BE IT RESOLVED:**

That Unifor bargaining committees negotiate language that when a Unifor workplace covered by the collective agreement has an opening for a skilled trades journeyman to be hired, then the employer will advise the Union to contact the Unifor Skilled Trades Department and provide "preferential" hiring status to the laid-off Unifor qualified member; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

## **RESOLUTION #11 NEW TECHNOLOGY AND SKILLED TRADES TRAINING**

**WHEREAS:** 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; and

**WHEREAS:** 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: and

**WHEREAS:** Self diagnostics equipment; CNC; laser apparatus; radio frequency devices; Global Position Sensor (GPS); Nano Technology; preventative and predictive maintenance programs; and other technologies and processes, require continual skilled trades training and upgrading; and

**WHEREAS:** 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 unit; and

**WHEREAS:** The 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 management's responsibilities for the work and projects they should remain in control of.

### **THEREFORE BE IT RESOLVED:**

The Unifor bargaining committees 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; and

### **THEREFORE BE IT FURTHER RESOLVED:**

That skilled trades training programs be developed jointly and delivered by Unifor skilled trades employees prior to the equipment and automation being installed; and that this training will include preventative and predictive maintenance programs; and



**THEREFORE BE IT FURTHER RESOLVED:**

That contractors and vendors will only be allowed to offer productive expertise, information sharing and on the job training in an advisory capacity; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.



## **RESOLUTION #12 SKILLED TRADES REPRESENTATION**

**WHEREAS:** 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

**WHEREAS:** 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; and

**WHEREAS:** 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; and

**WHEREAS:** The Unifor Constitution at Article-13 states the principle that skilled trades elected workplace representatives be elected exclusively by and from their group of skilled trades workers; and

**WHEREAS:** 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; and

**WHEREAS:** 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.

**THEREFORE BE IT RESOLVED:**

That Unifor bargaining committees negotiate language for skilled trades to be elected exclusively by and from their group of skilled trades workers; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.



## **RESOLUTION #13 WAGE AND PENSION DIFFERENTIALS**

**WHEREAS:** The role of Unifor skilled trades workers is becoming increasingly 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. It also requires skilled trades to accept more responsibility throughout the entire facilities it services, building maintenance and in some cases ultimately, responsibility for final product; and

**WHEREAS:** There is a long history of our Union's success in securing special wage and pension increases through a skilled trades differential policy formula.

**THEREFORE BE IT RESOLVED:**

That the employers ensure funding levels be maintained where workers' pensions are never impacted negatively; and

**THEREFORE BE IT FURTHER RESOLVED:**

Unifor bargaining committees negotiate skilled trades wages and pensions reflecting the long standing skilled trades wage differential policy, as outlined in the Unifor Skilled Trades Policy Manual: and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

## **RESOLUTION #14 WORK OWNERSHIP**

**WHEREAS:** 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; and

**WHEREAS:** These ever increasing practices have had a severe and detrimental effect on job security of Unifor skilled trades members; and

**WHEREAS:** Unifor having 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 four important collective agreement requirements that management must fulfill:

- 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 trades persons 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 work provided they can perform such work.

### **THEREFORE BE IT RESOLVED:**

Unifor bargaining committees negotiate the four requirements of Skilled Trades Work Ownership in their collective agreements; and

### **THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.



**RESOLUTION #15**  
**SKILLED TRADES UNION EDUCATION FUND**

**WHEREAS:** 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; and

**WHEREAS:** 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; and

**WHEREAS:** The Skilled Trades Union Education Program and also The Women's Skilled Trades and Technology Awareness Program are both successful examples of the usefulness of this funding; and

**WHEREAS:** The Skilled Trades Union Education Fund to date has been negotiated in other Unifor sectors.

**THEREFORE BE IT RESOLVED:**

That all Local Unions who have skilled trades members in their bargaining units, include in the bargaining package, a proposal that would require the employer to pay into an Education Fund for Unifor skilled trades employees; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

## **RESOLUTION #16 UNFAIR TRADE AGREEMENTS**

**WHEREAS:** The Canadian Government has in the past and is currently negotiating international trade agreements which lead to negative economic impact and job loss; and

**WHEREAS:** The European Union has insisted through Comprehensive Economic and Trade Agreement (CETA) on full access to procurement by municipalities, school boards, universities, hospitals, utilities and other provincial agencies, which would significantly reduce the freedom of these bodies to hire or source locally and furthermore, the foreign companies want to bring skilled trades workers and non-trades workers from other countries to perform work on such Canadian public contracts; and

**WHEREAS:** The Trans Pacific Partnership (TPP) has been solely negotiated under high levels of secrecy outside of the public record, and could affect trade imbalance in manufacturing and agriculture in a negative way causing job loss and economic hardship.

### **THEREFORE BE IT RESOLVED:**

The Unifor Skilled Trades Council support fair trade but oppose any trade agreement which is detrimental to the working people of Canada; and

### **THEREFORE BE IT FURTHER RESOLVED:**

That Unifor Skilled Trades Council work with the Unifor National Union and Unifor Skilled Trades Area Sub-councils to provide a standard Unifor presentation to municipalities for permanent exemption from the Trans Pacific Partnership agreement and that we further mobilize skilled trades members to protect municipalities and other sub-federal agencies to use public procurement, services and investment as tools to create jobs, protect environment and support local development; and

### **THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016

**RESOLUTION #17**  
**LEAVE OF ABSENCE FOR SKILLED TRADES – SOCIAL COMMITMENT**

**WHEREAS:** The 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; and

**WHEREAS:** Leave of Absence for Unifor Skilled Trades workers who volunteer to work on Relief and work projects may not be granted by employers, as it is not specified in many Collective Agreements; and

**WHEREAS:** Good corporate citizenship should dictate that such Leave of Absence should be granted to employees; and

**WHEREAS:** 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.

**THEREFORE BE IT RESOLVED THAT:**

All Local Unions who have Unifor Skilled Trades members in their bargaining units, include in their bargaining package, 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; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

## **RESOLUTION #18 MENTORSHIP AND TRAINING**

**WHEREAS:** The development of skilled tradespeople through apprenticeship is a critical requirement to fill current and anticipated skilled trades shortages; and

**WHEREAS:** Apprentices identify their mentors as key influencers when they complete their apprenticeship or leave the trade prior to certification; and

**WHEREAS:** Mentor training, oversight and support are rare in Canadian workplaces, leaving quality mentorship to chance;

**THEREFORE BE IT RESOLVED:**

That Unifor's Skilled Trades Council will identify willing and qualified journeyperson mentors within its bargaining units and then bargain to ensure they have the resources and supports necessary to mentor apprentices; and

**THEREFORE BE IT FURTHER RESOLVED:**

That Unifor will, upon bargaining apprenticeship into its collective agreements, propose matching apprentices with said mentors with a view to maximizing opportunities for success: and

**THEREFORE BE IT FURTHER RESOLVED:**

That Unifor will incorporate mentorship training as a component of all apprenticeship programs to ensure trained, stable and quality mentors are never in short supply.

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

## **RESOLUTION # 19**

### **APPRENTICESHIP HARMONIZATION**

**WHEREAS:** Economic circumstances often result in apprentices who are laid off or displaced from their initial and subsequent places of employment; and

**WHEREAS:** Current and future skills shortages require active measures to engage, retain and secure completion among registered apprentices; and

**WHEREAS:** 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

**WHEREAS:** The Forum of Labour Market Ministers recently agreed to develop a Labour Mobility Protocol to support the movement of apprentices between jurisdictions, whether their trade is harmonized or not.

**THEREFORE BE IT RESOLVED:**

That Unifor should support initiatives designed to empower apprentices to move anywhere in Canada to redeploy their skills and continue their apprenticeship uninterrupted; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.

## **RESOLUTION #20 SKILLED TRADES COUNCIL DUES**

**WHEREAS:** The Unifor National Skilled Trades Council has always worked to promote and improve the Unifor Skilled Trades Program, and in recent years have increased and expanded their activities across Canada; and

**WHEREAS:** The Unifor National Skilled Trades Council has sent representatives at the Council's expense to express and protect the interests of Skilled Trades workers at various boards, councils, government bodies, etc.; and

**WHEREAS:** The Unifor National Skilled Trades Council has taken an active role in the processing of bona fide journeyman cards; and

**WHEREAS:** Through the years the Council has worked diligently to protect and improve the rights and benefits of every Skilled Trades worker in Unifor; and

**WHEREAS:** 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.

**THEREFORE BE IT RESOLVED:**

That 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; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.



## **RESOLUTION # 21 PRIVACY**

**WHEREAS:** Technological and medical advancements have made audio/video surveillance and drug testing much more prevalent in the workplace, under the guise of preventing vandalism or theft, equipment monitoring and safety; and

**WHEREAS:** The skilled trades have always been the leaders in the formation of unions and protection of workers' rights.

**THEREFORE BE IT RESOLVED:**

That Unifor Skilled Trades be leaders in negotiating language to protect a workers' rights to privacy & confidentiality; and

**THEREFORE BE IT FINALLY RESOLVED:**

That this resolution be forwarded to the Unifor Constitutional Convention in 2016.