

# Resolutions

Canadian Council 2017

**SOLIDARITY**   
FOR A **BETTER WORLD**



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# Resolution No. 1

## Adopted

### The Missing and Murdered Indigenous Women and Girls Awareness Day

- WHEREAS** more than 1200 Indigenous women and girls in Canada have gone missing or been murdered since 1980, according to police reports; and
- WHEREAS** for decades, their families have called for greater recognition of the crisis of violence against Indigenous women and girls; and
- WHEREAS** the tragic issue of missing and murdered Indigenous women and girls in Canada has garnered attention and support throughout Canada and the international community; and
- WHEREAS** advocacy by their families with the support of Indigenous women's organizations led to the creation of the National Inquiry into Missing and Murdered Indigenous Women and Girls; and
- WHEREAS** vigils honoring missing and murdered Indigenous women and girls across Canada on October 4 each year raising public awareness and building a movement of social change in respect to violence against Indigenous women and girls; and
- WHEREAS** the Legislative Assembly of Manitoba has passed an act to recognize October 4 as Missing and Murdered Indigenous Women and Girls Awareness Day; and
- THEREFORE BE IT RESOLVED** that Unifor will recognize October 4 as Missing and Murdered Indigenous Women and Girls Awareness Day; and
- THEREFORE BE IT FURTHER RESOLVED** that the Unifor Aboriginal and Workers of Colour Committees from across Canada will make a concerted effort to lobby provincial governments to enact similar legislation to recognize October 4 as Missing and Murdered Indigenous Women and Girls Awareness Day.

*Respectfully Submitted By:  
Locals 2S, 468 and 649*

*\* Note Resolution from Local 2S and 468 received past the deadline*

# Resolution No. 2

## Adopted

### Orange Shirt Day

- WHEREAS** September 30 has been declared Orange Shirt Day annually in recognition of the harm the residential school system did to children’s sense of self-esteem and well-being and as an affirmation of our commitment to ensure that everyone around us matters; and
- WHEREAS** this event has become an opportunity to keep the discussion on all aspects of residential schools happening annually; and
- WHEREAS** Orange Shirt Day is another opportunity for First Nations, local governments, schools, labour movement and communities to come together in the spirit of reconciliation and hope for future generations of children; and
- THEREFORE BE IT RESOLVED** that Unifor will recognize Orange Shirt Day; and
- THEREFORE BE IT FURTHER RESOLVED** that Unifor will actively participate and support an annual “every child matters” campaign in relation to Orange Shirt Day.

*Respectfully Submitted By:  
Locals 25, 468 and 649*

*\* Note Resolution from Local 25 and 468 received past the deadline*



# Resolution No. 3

## Referred

### GM asrTrust

- WHEREAS** the GM asrTrust was underfunded by 20% from its inception, resulting in a loss of benefits, reduced out of province coverage and ever increasing co-pay; and
- WHEREAS** the trust agreement states that union staff members were to serve on the Board of Trustees without receiving any remuneration; and
- WHEREAS** these staff members are now retired and are each receiving in excess of \$34,000 from the fund (indexed to inflation) as well as their generous pension and benefits from our union; and
- WHEREAS** this remuneration is more than many of our retirees receive in their yearly pension; and
- WHEREAS** the monies in the fund do not belong to the Union, they belong to current and future GM retirees; and
- THEREFORE BE IT RESOLVED** that Unifor National President immediately replace these trustees with active staff members who will therefore not receive any monies from the GM asrTrust; and
- THEREFORE BE IT RESOLVED** that all future union trustees be replaced at the time of their retirement from the National Union.

*Respectfully Submitted By:*  
*Local 222*

# Resolution No. 4

## Referred

### Establishment of Equity Positions on Unifor Local Executive Boards

- WHEREAS** leadership in Canadian unions needs to be inclusive and reflect the diversity of their membership and their communities; and
- WHEREAS** there are five (5) recognized equity seeking groups: Women, Aboriginal & Workers of Colour, LGBTQ Workers, Workers with Disability; and Young Workers; and
- WHEREAS** the Constitutions of the Canadian Labour Congress, the Ontario Federation of Labour and Unifor all recognize these equity seeking groups; and
- WHEREAS** workers from equity-seeking groups should have a voice but are often limited; and
- THEREFORE BE IT RESOLVED** Local Executive Boards establish a minimum of two (2) equity positions on the boards, to be elected by majority ballot for a three-year term.

*Respectfully Submitted By:*  
**Local 222**

# Resolution No. 5

## Adopted

### Palestinian Self-Determination and the Movement for Boycott, Divestment and Sanctions

- WHEREAS** article 49 of the 4th Geneva Convention prohibits an occupying power from transferring parts of its own civilian population to territory it occupies; and
- WHEREAS** the International Court of Justice has ruled that Israel’s settlements in the Occupied Palestinian Territories (OPT) violate international law; and
- WHEREAS** Israeli settlement expansions in the OPT are an undeniable obstacle to the Israel – Palestine peace-process; and
- WHEREAS** Israel has continued, despite international pressure, to expand its settlements and to demolish Palestinian homes and other infrastructure in the OPT; and
- WHEREAS** Canada and other nations have previously succeeded in ensuring respect for human rights through the use of economic and political sanctions, including in the case of South Africa; and
- WHEREAS** the Liberal and Conservative parties recently supported a motion ‘condemning’ attempts by Canadians to promote the boycott, divestment and sanctions movement; and
- WHEREAS** nothing in this resolution condones the use of force against innocent civilians or other human rights violations by either side in the conflict; and
- THEREFORE BE IT RESOLVED** that Unifor supports the use of divestment, boycott and sanctions (“BDS”) that are targeted to those sectors of Israel’s economy and society which profit from the ongoing occupation of the OPT; and
- THEREFORE BE IT FURTHER RESOLVED** that Unifor will support such a form of BDS until such time as Israel implements a permanent ban on further settlement construction in the OPT, and enters into good faith negotiations with representatives of the Palestinian people for the purpose of establishing a viable, contiguous and truly sovereign Palestinian state ; and
- THEREFORE BE IT FINALLY RESOLVED** that Unifor opposes all efforts to prohibit, punish or otherwise deter expressions of support for BDS.

*Respectfully Submitted By:*  
**Local 222**

# Resolution No. 6

## Adopted

### Women and Persons with Disabilities Being Left Behind on CPP Expansion

**WHEREAS** women and persons with disabilities will face a significant and unfair disadvantage with changes to the CPP that will harm workers already vulnerable to post-retirement poverty; and

**WHEREAS** the federal Liberal government is abandoning these already vulnerable workers with CPP amendments that exclude the special provisions to ensure that workers with child raising responsibilities and persons with disabilities receive equitable retirement benefits, even though these provisions have existed for decades; and

**WHEREAS** the “child rearing dropout” ensures that parents aren’t penalized for time they are out of the workplace to raise children. While available to any parent, this “dropout” provision is mostly used by women. Similarly, the “disability dropout” ensures persons with disabilities are not penalized for time they are unable to work due to their disabilities and collecting disability benefits; and

**WHEREAS** on March 2, 2017, Bill C-26 became law without any amendments addressing the “dropout” issue. While acknowledging that more could be done to ensure no Canadian, specifically women and persons with disabilities, are excluded from expanded CPP benefits, the Federal government advises that they require agreement from the provinces to correct this error; and

**THEREFORE BE IT RESOLVED** every Unifor member contact their provincial and territorial finance minister to demand that the CPP expansion be amended to include the Child Rearing and Disability Leave Dropout provisions; and

**THEREFORE BE IT FURTHER RESOLVED** that the Unifor Pension and Benefits department mount a campaign to include the Child Rearing and Disability Leave Dropout provisions to end this discriminatory omission.

*Respectfully Submitted By:*  
**Locals 229 and 6004**



# Resolution No. 7

## Adopted

### Women and Persons with Disabilities Being Left Behind on CPP Expansion

- WHEREAS** women and persons with disabilities will face a significant and unfair disadvantage with changes to the CPP that will harm workers already vulnerable to post-retirement poverty; and
- WHEREAS** the federal Liberal government is abandoning these already vulnerable workers with CPP amendments that exclude the special provisions to ensure that workers with child raising responsibilities and persons with disabilities receive equitable retirement benefits, even though these provisions have existed for decades; and
- WHEREAS** the “child rearing dropout” ensures that parents aren’t penalized for time they are out of the workplace to raise children. While available to any parent, this “dropout” provision is mostly used by women. Similarly, the “disability dropout” ensures persons with disabilities are not penalized for time they are unable to work due to their disabilities and collecting disability benefits; and
- WHEREAS** on March 2, 2017, Bill C-26 became law without any amendments to address the “dropout” issue and while acknowledging that more could have been done to ensure no Canadian, specifically women and persons with disabilities, are excluded from expanded CPP benefits, the Federal government advises that they now require agreement from the provinces to correct this error; and
- THEREFORE BE IT RESOLVED** that Unifor locals shall take steps to encourage every Unifor member to contact their provincial and territorial finance minister to demand that the CPP expansion be amended to include the Child Rearing and Disability Leave Dropout provisions; and
- THEREFORE BE IT FURTHER RESOLVED** that Unifor’s Pension and Benefits Department will mount a campaign to educate the general membership of Unifor about the need to include the Child Rearing and Disability Leave Dropout provisions in the new CPP legislation so that they can lobby their provincial, territorial and national finance ministers to end this discriminatory practice due to the omission of the Child Rearing and Disability Leave Dropout provisions.

*Respectfully Submitted By:*  
*Local 780G*

# Resolution No. 8

## Adopted

### Safe Access to Reproductive Health Care Services

- WHEREAS** safe Access to all reproductive health care services needs to be reinforced for all our members; and
- WHEREAS** there currently exist limited municipal and provincial regulations to protect and to eliminate the harassment of members accessing reproductive health care services; and
- THEREFORE BE IT RESOLVED** Unifor members unanimously support the “Safe Access Zone” legislation in order to guarantee the constitutional right for all members to access safe reproductive health care services.

*Respectfully Submitted By:  
Locals 229 and 6004*

# Resolution No. 9

## Adopted

### Safe Access to Reproductive Health Care Services

**WHEREAS** safe Access to all reproductive health care services needs to be reinforced for all our members; and

**WHEREAS** there currently are limited municipal and provincial regulations that exist to protect and to eliminate the harassment of members accessing reproductive health care services; and

**THEREFORE BE IT RESOLVED** that Unifor Local 780G shall encourage members to support the “Safe Access Zone” legislation in order to guarantee the constitutional right for all members to access safe reproductive health care services without fear of harassment or judgment.

*Respectfully Submitted By:*  
*Local 780G*

# Resolution No. 10

## Adopted

### Inclusive Practices Toolkit at all Unifor Events

**WHEREAS** many people live with disabilities be they visible or not; and

**WHEREAS** some people directly identify with their disability while others do not; and

**WHEREAS** Unifor has to be proactive and organize all of its events without barriers for all; and

**THEREFORE BE IT RESOLVED** that it becomes mandatory for any Unifor events to use the inclusive practices toolkit, while recognizing the need to provide individualized supports; and

**THEREFORE BE IT FURTHER RESOLVED** where Unifor is a participant, we promote the usage of the inclusive practices toolkit to organize the event.

*Respectfully Submitted By:*  
*Locals 229 and 6004*



# Resolution No. 11

## Adopted

### **Assign an Accessibility Coordinator to all Unifor events**

**WHEREAS** Unifor organizes many events during the year; and

**WHEREAS** Unifor is an inclusive Union and must ensure that all events organized are fully accessible; and

**THEREFORE BE IT RESOLVED** to facilitate the dignity and the participation of people of all abilities in Unifor events, Unifor will appoint an accessibility coordinator for all meetings, conventions and conferences to ensure the needs related to the disABILITY of all participants are respected.

*Respectfully Submitted By:  
Locals 229 and 6004*

# Resolution No. 12

## Adopted

### Gender Pay Equity

- WHEREAS** Canadian females earn on average \$0.86 for every dollar a male earns; and
- WHEREAS** Canada ranks 7th worst on gender pay equity of the 35 Organizations for Economic Co-operation and Development (OECD) countries; and
- WHEREAS** in the 1990's federal legislation forced corporations to address pay equity in federally regulated industries; and
- WHEREAS** this legislation resulted in the telecommunications industry finally narrowing the gap on pay discrepancies in their female dominated classifications, i.e. operators, clerical, customer service reps etc.; and
- WHEREAS** the telecommunications industry then systematically started to undo this long overdue gender pay equity settlement by reducing the numbers in these same female dominated classifications. This reduction of employees was done primarily through the outsourcing of these classifications. First to non-unionized minimum wage Canadian call centers, and more recently to third world call centers with even lower wages and workplace standards. Employees in these same female dominated classifications are represented by Unifor locals and are finding themselves more and more in a precarious work situation; and
- WHEREAS** the Canadian telecommunications industry benefits from their exploitation of frequency spectrums, right of ways etc. which are a Canadian taxpayer owned resource; and
- WHEREAS** this continued outsourcing of work has led to a further degradation of the telecommunications service to the Canadian public; and
- WHEREAS** the telecommunications industry also successfully lobbies the federal government to protect them from foreign competition; and
- WHEREAS** the Liberal Federal Government has made proclamations on gender equality and have appointed a gender balanced cabinet "because it's 2015"; and
- THEREFORE BE IT RESOLVED** that Unifor National start a political/public campaign aimed at the Federal government and the telecommunications industry to keep good paying jobs in Canada; and

# Resolution No. 12

## Adopted

### Gender Pay Equity Continued

**THEREFORE BE IT FINALLY RESOLVED** that once the research and blueprint for addressing this issue in Telecommunications is completed, Unifor then consider investigating using the blueprint to see how far wide spread this gender inequity is in other federally/provincial regulated industries, i.e. Airlines, Banks, Rail, etc. and the possibility of addressing this issue in those industries.

*Respectfully Submitted By  
Locals 401 and 410*

# Resolution No. 13

## Adopted

### Alberta Labour Code and Organizing

**Preamble** – Northern Alberta has always presented unique challenges for organizing workers in remote, fly in fly out work camps. With the recent changes to Alberta’s Labour Code, it will be easier to gain access to these workers and work sites. Unifor must take advantage of this opportunity while it exists.

**WHEREAS** the Alberta NDP government has recently passed legislation that allows for automatic certification by card sign, first contract legislation and access to remote work sites for organizing; and

**WHEREAS** Unifor has committed to increasing our union density in the energy sector and in Alberta; and

**WHEREAS** it is necessary to act quickly because other unions will be looking to establish themselves in these workplaces; and

**THEREFORE BE IT RESOLVED** that the Organizing Department develop a strategic plan that takes full advantage of the Alberta Labour Code changes; and

**THEREFORE BE IT FURTHER RESOLVED** that the National President provide support and political influence to ensure that Unifor has immediate access to all the opportunities outlined in the new Alberta Labour Code.

*Respectfully Submitted By:*  
*Local 707A*



# Resolution No. 14

## Referred

### Driverless Vehicles

**Preamble** – Workers in all industries are facing job losses due to technological advances. Nowhere is this more evident than in the heavy equipment operator field. The oilsands industry is presently testing and using driverless haul trucks. This same technology threatens jobs in the trucking and bussing industries. The estimated job losses at one site alone is 800, which is nearly 1/3 of the workforce.

**WHEREAS** companies are focused only on their profit margin and have no regard for workers or communities; and

**WHEREAS** the concept of driverless vehicles (trucks, cars, busses, heavy equipment and farm machinery) threatens the job security of workers in nearly every industry in Canada; and

**WHEREAS** companies cannot be trusted to have the best interests of their employees as a priority; and

**WHEREAS** the Canadian government seems to believe that what is good for the profits of the 1% is good for everyone; and

**WHEREAS** driverless vehicles may be the single biggest and most immediate threat to Canadian jobs; and

**WHEREAS** the companies who are investing in these driverless vehicles are using profits earned from the work of the very employees they now want to replace; and

**THEREFORE BE IT RESOLVED** that Unifor take the issue of driverless vehicles to every level of government, demanding legislation to have companies who are using this technology to reinvest all savings from reducing manpower, into the creation of jobs of equal or greater value; and

**THEREFORE BE IT FURTHER RESOLVED** that Unifor will continue to resist the use of driverless vehicles until guarantees are in place to prevent job losses caused by their use.

*Respectfully Submitted By:*  
*Local 707A*

# Resolution No. 15

## Referred

### Softwood Lumber Fair Trade

- WHEREAS** the B.C. Regional Council demands governments to negotiate “A Fair Deal” on the Softwood Lumber Agreement and on all trade agreements; and
- WHEREAS** this agreement must be transparent and inclusive and must ensure that all Canadian provinces retain the right to manage forest lands; and
- WHEREAS** there must be consultation with all communities including aboriginal and unions before entering into any agreement; and
- WHEREAS** any agreement must mitigate the impact of US imposed duties through federal loan guarantees; and
- WHEREAS** any agreement must prioritize the needs of forest-dependent communities by directing funds to targeted industrial development plans; and
- WHEREAS** any agreement must ensure the repayment of duties is invested back into local communities; and
- THEREFORE BE IT RESOLVED** that the B.C. Regional Council commit to fully supporting the Unifor National Campaign “Building a Fair Trade Future” by joining together to take action on fair trade for the softwood lumber industry and the communities and workers that depend upon it; and
- BE IT FURTHER RESOLVED** that the B.C. Regional Council encourage our members and all local union members to attend city and town council meetings and seek support from their councils to publicly show their support by passing the Municipal Softwood Resolution, as per the Unifor campaign booklet “Fair Trade for Softwood” (also available at the website [unifor.org/softwoodresolution](http://unifor.org/softwoodresolution)) and sign the petition calling on the federal government to protect the forestry jobs.

*Respectfully Submitted By:*  
**Local 780G**

# Resolution No. 16

## Referred

### Great Lakes and the St. Lawrence River

**WHEREAS** the Trump administration's proposed 2018 budget provides for a drop from \$300 million to \$10 million (a 97% reduction) for the budget allocated to the Great Lakes Restoration Initiative (GLRI), which has been indispensable for the decontamination of highly toxic sites, the control of non-point source pollution in cities and agricultural facilities, the control of invasive species Asian carp, blue-green algae, etc.), and in the protection, restoration and development of animal habitats; and

**WHEREAS** a close vote in the U.S. Congress has narrowly saved the budget allocated to this program, but the Trump administration has already reiterated its intention to return to this issue in order to cut funds allocated to the Great Lakes program; and

**WHEREAS** funding of initiatives to protect and restore the Great Lakes comes mostly from the American government; and

**WHEREAS** the Great Lakes and St. Lawrence River represent more than 20% of the world's freshwater resources (the largest source of fresh water in the world) and provide drinking water to 40 million people, 10 million Canadians and 30 million Americans; and

**THEREFORE BE IT RESOLVED** that Unifor, through its Health, Safety and Environment Committee and its Regional and National Political Action Committee, and supported by management, promote awareness-building efforts among its members and the general public, as well as lobbying efforts, in order to encourage the Canadian and provincial governments to pressure the American government with the goal of protecting the Great Lakes Restoration Initiative.

***Respectfully Submitted By:***  
***Local 894***

# Resolution No. 17

## Referred

### Disparity of Treatment

- WHEREAS** Unifor is a progressive union that is committed to fairness and equality; and
- WHEREAS** employers are pushing more and more to bargain collective agreements that bring disparity of treatment between workers; and
- WHEREAS** disparity of treatment is a threat to the union movement; and
- WHEREAS** in Québec it is illegal to pay workers sharing the same collective agreement and job function on different pay scales; and
- WHEREAS** all workers in all jurisdictions deserve fairness and equality; and
- THEREFORE BE IT RESOLVED** that Unifor launch a campaign to lobby all levels of government to make it illegal to have disparity of treatment between workers on wages, benefits and pensions.

*Respectfully Submitted By:*  
*Local 2002*



# Resolution No. 18

## Referred

### Stop Outsourcing Jobs in Hospitality

- WHEREAS** hospitality industry is facing constant fluctuations of its work force and the industry discourages workers from remaining for a long term in one place; and
- WHEREAS** the government is failing workers in the hospitality sector and allowing employers to ignore labour laws and regulations; and
- WHEREAS** where Unions do exist, companies are outsourcing our jobs under excuses of structural changes and automatizations; and
- WHEREAS** many workers who were brought in as replacements are new immigrants, students or others in precarious situations, who are paid minimum wage, without benefits, insurances, union membership, etc.; and
- WHEREAS** this practice is lowering numbers of Union jobs and reducing our ability to negotiate new and better collective agreements; and
- THEREFORE BE IT RESOLVED** that Unifor will work with the CLC to pressure all levels of government to changing the rules about outsourcing jobs, and where companies do contract to bring in outside workers, that those workers must be considered unionized in the workplace and have same benefits and wages as those presently in the workforce.

*Respectfully Submitted By:*  
**Local 4270**

# Resolution No. 19

## Adopted

### Young Worker Education Package

**WHEREAS** knowledge about our Union is essential and support in our workplaces is essential to build a stronger union; and

**WHEREAS** young workers are significantly under-represented in the union structure of leadership; and

**WHEREAS** young workers need to be engaged with their locals; and

**WHEREAS** education is a priority for young workers; and

**THEREFORE BE IT RESOLVED** that Unifor regional councils provide support to their Young Workers' Standing Committee in development of a Young Workers Education Package; and

**THEREFORE BE IT FURTHER RESOLVED** that the National Union provide support to the Young Workers Standing Committees in the distribution of the Young Workers Education Package.

*Respectfully Submitted By:*  
*Local MWF1*



# Resolution No. 20

## Referred

### Language Barriers

- WHEREAS** Unifor is proud to offer support to members in both French and English; and
- WHEREAS** a large percentage of our membership exercise French as their primary language; and
- WHEREAS** a larger percentage exercise English as their primary language; and
- WHEREAS** many members lack the resources to learn to read and write French; and
- WHEREAS** many members lack the resources to read and write English; and
- THEREFORE BE IT RESOLVED** the National Union work in collaboration with the Education Department on developing a strategy to implement a program(s) to provide members with the tools and resources they need to become fluent in French and/or English.

*Respectfully Submitted By:*  
*Local MWF1*

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