

RESOLUTIONS

2nd Convention

August 22-26 · Shaw Centre
Ottawa



Resolutions to Unifor's 2nd Convention
August 22-26, 2016 -- Ottawa, ON

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Resolution C-1 – Article 5

Membership

In this Article, the term “Local Union” includes any subordinate body of the National Union. An informed and active membership is the foundation of a democratic and dynamic trade union. Unifor’s foremost priority is to advance the interests of its current members and to assist prospective members to organize new bargaining units. In addition, the union will open its membership to a broader range of working people, including those who cannot feasibly organize a bargaining unit. **A member who has been dismissed shall retain membership status provided a grievance is filed against the dismissal provided the grievance remains active.**

***Respectfully Submitted By:
Unifor National Executive Board***



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Resolution C-2 – Article 5

Rights and Responsibilities of Members

WHEREAS Union values are the very foundation of a strong and unified union; and

WHEREAS Unifor is a union that is constantly evolving and that encourages us to clarify our ways of doing things; and

WHEREAS Unifor’s Constitution must be clear and precise; and

THEREFORE BE IT RESOLVED that Paragraph 5 of Article 5A be amended as follows:
Members shall uphold the democratic decisions and rules of the Union, refrain from any anti-union or defamatory conduct toward the Union, its members, its local unions and its officers, pay dues and fulfil obligations in this Constitution and respect the provisions of their freely negotiated collective agreements.

Respectfully Submitted By:
Local 176

Resolution C-3 – Article 5

Membership

B. Eligibility

At the Founding Convention

Delete & renumber remaining clauses:

8. ~~All CAW Canada and CEP delegates, designated staff, and honorary delegates in attendance at the Founding Convention of Unifor who support the principles and objectives of this Constitution and who undertake to adhere to this Constitution may become a member of this Union. Membership shall begin with the completion of a membership card, declaring support of and adherence to the Constitution of this Union, without the necessity of any payment or further action. All members, save designated staff, and honorary delegates, shall vote with respect to the adoption of this Constitution, the election of the National Executive Board, and all other business properly before the Founding Convention, for which a vote is mandated. Honorary delegates and designated staff shall have voice, but no vote at the Founding Convention.~~

***Respectfully Submitted By:
Unifor National Executive Board***



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Resolution C-4 – Article 5

Membership

WHEREAS Injured workers whose employment is frustrated, lose their union membership along with their seniority through no fault of their own; and

WHEREAS These members have contributed to the success of our union and continue to require our assistance; and

WHEREAS Unifor recognizes the contributions of retirees within our union in granting them membership status; and

THEREFORE BE IT RESOLVED that the constitution be amended to allow for injured workers to be granted membership rights similar to those enjoyed by retirees in our constitution.

Respectfully Submitted By:
Local 195



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Resolution C-5 – Article 6

Convention

B: Composition of Convention

2. Delegate entitlement and voting strength shall be based on the average national dues payments ~~to received by~~ the National Union ~~over the one~~ **during the calendar** year period prior to the Convention call, excluding any period in which national dues payments have been interrupted by a labour dispute.

Respectfully Submitted By:
Unifor National Executive Board

Resolution C-6 – Article 6

Election of Delegates

WHEREAS Unifor’s National Constitution provides for a mechanism for the election of delegates and alternate delegates to convention. They are elected by secret ballot with a minimum of 15 days’ notice to all members of nominations and elections. Candidates with the most votes are elected; and

WHEREAS Under the mechanism established at the time of Unifor’s creation regarding the method of election by secret ballot with a minimum of 15 days’ notice to all members of nominations and elections, the candidates with the most votes are elected. This procedure does not work for large local unions that have already established a procedure for delegations to meetings in the context of the various activities organized by Unifor, the union. This procedure, which is included in their bylaws, was adopted by their members at the convention; and

THEREFORE BE IT RESOLVED That the decision made by amalgamated local unions or subordinate bodies whose bylaws provide for a delegation procedure, be respected provided that the number of delegates does not exceed the maximum delegate entitlement stipulated in Article 6, Section b), Paragraph 3 b, of Unifor’s National Constitution; and

THEREFORE BE IT FURTHER RESOLVED That the delegation procedure provided for in the bylaws of local unions and subordinate bodies be respected by Unifor, the union.

Respectfully Submitted By:
Local 299

Resolution C-7 – Article 6

Special Delegates – Constitutional Conventions

WHEREAS The ability of local unions to elect special delegates from equity seeking groups to Canadian and regional councils further encourages the participation of these groups in our union; and

WHEREAS This right is not explicitly provided for in the language regarding delegate entitlement to Constitutional Conventions;

BE IT RESOLVED that the following clause be added to the National Constitution as Article 6(B)(9):

“9. Local Unions may apply to the Secretary Treasurer to send one (1) additional delegate who shall be a woman or from an equity seeking group. The Secretary Treasurer may restrict these delegates according to cost and space limitations.”

Respectfully Submitted By:
Unifor Local 567



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Resolution C-8 – Article 6

Delegates to Conventions

WHEREAS Under Article 6, Section (B)12, the members of the National Retired Workers Council are recognized as delegates with voice and one vote each; and

WHEREAS It is important that all retirees are kept up-to-date, which being a delegates from different chapters and council would provide; and

THEREFORE BE IT RESOLVED That additional spots be designated to a local union's delegate entitlement so as it doesn't affect the local union's delegate entitlement; and

BE IT FINALLY RESOLVED that there be spots for the area retired workers council as well.

Respectfully Submitted By:
Local 444



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Resolution C-9 – Article 6

Collective Bargaining Convention

WHEREAS Historically, there had been a bargaining convention prior to the Chrysler, Ford and GM bargaining; and

WHEREAS This set out a blue print in collective bargaining, not just for the Big 3 but for our entire union; and

WHEREAS Employers across our union were put on notice as to what to expect from our entire union; and

THEREFORE BE IT RESOLVED That Article 6 be revised to include a new Section “G – Collective Bargaining Convention” which would be called prior to Big 3 collective bargaining and delegates entitlement would be those who were elected for the Constitutional Convention.

Respectfully Submitted By:
Local 444



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Resolution C-10 - Article 6

Convention

WHEREAS Time off out of workplaces for union business is becoming more challenging; and

WHEREAS The months of July and August are prime family vacation months; and

WHEREAS Costs are significantly higher to local unions for travel in July and August; and

WHEREAS Unifor represents hotel workers across the nation that would benefit from off-peak occupancy; and

THEREFORE BE IT RESOLVED Article 6.2 of the National Constitution be amended to include, after National Executive Board:

“The National Executive Board will make every reasonable effort to not schedule convention or Canada Council in the months of July and August.

Respectfully Submitted By:
Local 433

Resolution C-11 – Article 6

Convention

- WHEREAS** The constitution sets out the makeup of the subcommittees in the Quebec and regional councils; and
- WHEREAS** The work that is done by those subcommittees is of equal importance in each region; and
- WHEREAS** The minimum number of subcommittee members is 21; and
- WHEREAS** Some of said Councils struggle to afford to give the subcommittees the funding necessary to do their important work; and
- WHEREAS** Some of said Councils don't send their full committees to Canada Council as a costs savings measure; and
- WHEREAS** The financial burden on each Council to send the committees to Canada Council is approximately equal, it is not equitable; and

THEREFORE BE IT RESOLVED That Article 6.10 be amended so that the cost of sending the Quebec and regional council subcommittees to Canada Council be paid directly from the 0.0135% collected by the National Union prior to the proportional distribution to the Quebec and regional councils.

Respectfully Submitted By:
Local 433

Resolution C-12 – Article 7

National Executive Board

5. ~~The first National Executive Board shall be elected at the Founding Convention and at subsequent Councils and conferences as set out in this Article. The term of office for members of the first National Executive Board shall be up to a maximum of three years. Thereafter, the Terms of office of all members of the National Executive Board shall be three years.~~

A. Composition Of The National Executive Board

National Officers

3. ~~At the Founding Convention, the Quebec Director shall be elected by delegates from Quebec and affirmed by Convention for a three year term. Thereafter, The Quebec Director shall be elected by secret ballot or other secure confidential voting system on a per capita basis, by the Quebec Council preceding Convention, and shall be affirmed by Convention for a three-year term.~~

Chairpersons of Regional Councils and Quebec Council

13. ~~The first Regional Council and Quebec Council Chairpersons shall be elected by a majority of votes cast at the Founding Convention. The term of the first Regional Council and Quebec Council Chairpersons shall extend to the first scheduled meeting of the respective Councils after the Founding Convention. The first scheduled meeting will take place within a year of the Founding Convention. At that meeting, and thereafter The Regional Council and Quebec Council Chairpersons shall be elected for a three-year term by delegates of the respective councils.~~
14. ~~After the Founding Convention, To be eligible for office the Regional Council Chairpersons and Chairperson of the Quebec Council shall be an elected delegate to their respective councils.~~

~~Racialized and Aboriginal Workers Representative~~ – **Aboriginal and Workers of Colour Representative**

17. ~~At the Founding Convention, the Racialized and Aboriginal Workers Representative shall be elected by Convention by secret ballot on a per capita basis for a term continuing until the first National Conference of Aboriginal and Workers of Colour. Thereafter The Racialized and Aboriginal Workers Representative~~ **Aboriginal and Workers of Colour Representative** will be elected by his/her peers at the annual National Conference of Aboriginal and Workers of Colour by a secret ballot majority vote for a three year term.

This conference shall include the standing committees on racialized and aboriginal issues established within the Regional and Quebec Councils. (It will also determine the description and language that will be used to describe aboriginal workers, racialized and workers of colour in the structures and communications of Unifor.)

Industry Council Representatives

Delete #21 & renumber remaining clauses:

21. ~~The eleven Industry Sectors represented on the first National Executive Board shall consist of seven economic sectors of the predecessor CAW-Canada and four economic sectors of the predecessor CEP, telecommunications, energy, forestry and media.~~
22. ~~At the Founding Convention, the eleven representatives (seven from the predecessor CAW-Canada sectors and four from the predecessor CEP sectors) shall be elected for a term extending to the 2014 Canadian Council meeting. Industry Council representatives shall be elected by a secret ballot majority vote or other secure confidential voting system on a per capita basis. The Industry Council representatives shall take the oath of office and be installed after they are elected at the Founding Convention.~~
23. ~~At the 2014 meeting of the Canadian Council, an election shall occur, according to the provisions of Paragraph 22 above, to select the individuals who will represent the seven predecessor CAW-Canada sectors, and four predecessor CEP sectors and whose term shall extend to the 2017 Canadian Council meeting.~~ **Elections for the Industry Council representatives shall take place at the Canadian Council following every Convention and shall be for a term of three years.**
24. In the event of a vacancy in the position of Industry Council Representative, the National Executive Board, in consultation with the respective Industry Council, shall select an interim representative who shall serve until the next Canadian Council meeting at which time an election shall occur.

Retired workers Representative

28. ~~At the Founding Convention,~~ The Chairperson of the National Retired Workers Council shall take the oath of office and shall be installed as a member of the National Executive Board.

Skilled Trades Representative

33. ~~At the Founding Convention,~~ The Chairperson of the National Skilled Trades Council shall take the oath of office and shall be installed as a member of the National Executive Board.

***Respectfully Submitted By:
Unifor National Executive Board***

Resolution C-13 – Article 7

Equity Representation on the National Executive Board

WHEREAS The bodies of our National Union should be as representative as possible of the diversity of our union; and

WHEREAS Article 2 (11) of the Constitution states “Unifor is fully committed to equity and inclusion. Women, Racialized Workers, Lesbian, Gay, Bisexual and Transgendered Workers, Young Workers, Workers with Disabilities and other Equity seeking groups, will be represented in the structures of the union at all levels”; and

WHEREAS There is currently no dedicated representative for workers with disabilities, young workers or lesbian, gay, bisexual and transgendered workers on the National Executive Board; and

BE IT RESOLVED the following clauses be added to Article 7, Section A, starting at Clause 19:

“Workers with Disabilities Representative

19. The National Executive Board shall include a Workers with Disabilities Representative.
20. At the 2016 Constitutional Convention, the Workers with Disabilities Representative shall be elected by Convention by secret ballot on a per capita basis for a term continuing until the next National Conference of Workers with Disabilities. Thereafter the Workers with Disabilities Representative will be elected by their peers at the National Conference of Workers with Disabilities by a secret ballot majority vote for a three year term. This conference shall include the standing committees on disability issues established within the Regional and Quebec Councils. It will also determine the description and language that will be used to describe workers with disabilities in the structures and communications of Unifor.
21. In the event of a vacancy in the position of Workers with Disabilities Representative, the National Workers with Disabilities Committee (i.e. The Canadian Council Workers with Disabilities Standing Committee) shall select, from within their ranks, an interim representative to serve on the National Executive Board until the next Workers with Disabilities conference, at which time an election will take place.

Young Workers Representative

22. The National Executive Board shall include a Young Workers Representative.
23. At the 2016 Constitutional Convention, the Young Workers Representative shall be elected by Convention by secret ballot on a per capita basis for a term continuing until the next Young Workers Conference. Thereafter the Young Workers Representative will be elected by their peers at the National Conference of Young Workers by a secret ballot majority vote for a three year term. This conference shall include the standing committees on young workers established within the Regional and Quebec Councils. It will also determine the description and language that will be used to describe young workers in the structures and communications of Unifor.
24. In the event of a vacancy in the position of Workers with Disabilities Representative, the National Young Workers Committee (i.e. The Canadian Council Young Workers Standing Committee) shall select, from within their ranks, an interim representative to serve on the National Executive Board until the next Young Workers conference, at which time an election will take place.

Lesbian, Gay, Bisexual and Transgender Workers Representative

25. The National Executive Board shall include a Lesbian, Gay, Bisexual and Transgender Workers Representative.
26. At the 2016 Constitutional Convention, the Lesbian, Gay, Bisexual and Transgender Workers Representative shall be elected by Convention by secret ballot on a per capita basis for a term continuing until the next Lesbian, Gay, Bisexual and Transgender Workers Conference. Thereafter the Lesbian, Gay, Bisexual and Transgender Workers Representative will be elected by their peers at the National Conference of Lesbian, Gay, Bisexual and Transgender Workers by a secret ballot majority vote for a three year term. This conference shall include the standing committees on lesbian, gay, bisexual and transgender workers established within the Regional and Quebec Councils. It will also determine the description and language that will be used to describe lesbian, gay, bisexual and transgender workers in the structures and communications of Unifor.
27. In the event of a vacancy in the position of Lesbian, Gay, Bisexual and Transgender Workers Representative, the National Lesbian, Gay, Bisexual and Transgender Workers Committee (i.e. The Canadian Council Lesbian, Gay, Bisexual and Transgender Workers Standing Committee) shall select, from within their ranks, an interim representative to serve on the National Executive Board until the next Lesbian, Gay, Bisexual and Transgender Workers conference, at which time an election will take place.”

***Respectfully Submitted By:
Unifor Local 567***

Resolution C-14 – Article 7

National Executive Board Responsibilities and Authority

WHEREAS The National Executive Board administers the funds of the National Union and authorizes expenditures which conform to the objectives of this Constitution and the policies of the Union; and

WHEREAS Unifor was created with the aim of including all of its members in the decision-making process; and

WHEREAS With a view to ensuring the transparency and accountability of elected officers; and

THEREFORE BE IT RESOLVED that the following text be added to Article 7C under National Executive Board Responsibilities and Authority:

“The National Executive Board shall transcribe the minutes of all its meetings and a copy of these minutes shall be delivered to all Local Unions and all subordinate bodies.”; and

BE IT FURTHER RESOLVED that Article 7C-5 be amended by adding the following:

“The financial report adopted at each National Executive Board Council shall be delivered to all local unions and all subordinate bodies.”

Respectfully Submitted By:
Unifor Local 176

Resolution C-15– Article 8

Responsibilities of National Officers

E: Salaries and Honorariums

1. The annual salaries of the National Officers and Regional Directors, as of ~~September 2,~~
~~2013~~ **January 1, 2016**, shall be:

- President	\$158,358.19	\$156,017.92
- Secretary-Treasurer	\$146,064.78	\$143,906.19
- Quebec Director	\$137,945.41	\$135,906.81
- Regional Directors	\$132,843.41	\$130,906.81

2. Effective **January 1, 2017** ~~January 1, 2016~~, and continuing every January 1, thereafter, the salary for each National Officer and Regional Director shall increase by a percentage amount reflecting the weighted average increase of the membership in the preceding year.

Respectfully Submitted By:
Unifor National Executive Board

Resolution C-16– Article 9

Canadian Council

Add as a new number 9 and renumber remaining paragraphs:

Delegates and alternate delegates to convention shall be elected by secret ballot with a minimum of 15 days' notice to all members of nominations and elections. Candidates with the most votes will be elected.

12. The Canadian Council shall establish Standing Committees with respect to Women, ~~Organizing, Aboriginal and Racialized~~ **Workers of Color**, Young Workers, Lesbian, Gay, Bisexual and Transgender issues (LGBT), Workers with Disabilities, Health and Safety and Environment (HSE), Political Action and other Committees as determined by the Executive of the Council. These committees will be composed of representatives of the respective standing committees of the regional and Quebec Councils. The process for selecting additional members to the Standing Committees shall be described in the By-Laws. The selection of members to the Standing Committees on Women, Aboriginal and ~~Racialized~~ **Workers of Color**, Young Workers, Lesbian, Gay, Bisexual and Transgender issues (LGBT) and Workers with Disabilities, shall include a provision for peer election.

Replace “Aboriginal and Racialized Workers” with “Aboriginal and Workers of Color” wherever named in Constitution.

Respectfully Submitted By:
Unifor National Executive Board

Resolution C-17 – Article 9

Establish an Employment Insurance and Canada Pension Plan Standing Committee

WHEREAS Governments and corporations continuously attack both Employment Insurance and Canada Pension Plan programs; and

WHEREAS All Unifor members will at some time in their lifetime have the ability to collect benefits under the Canada Pension Plan and Old Age Security; and

WHEREAS Unifor members that are unfortunately laid off either temporarily or permanently, or become sick with no benefits, or become parents, will access Employment Insurance programs; and

WHEREAS Unifor members and leadership need to be educated on the changes to the Employment Insurance and Canada Pension Plan legislation and the effects on members; and

THEREFORE BE IT RESOLVED That Unifor Constitutional Convention amend Article 10, Section 14, of the Unifor National Constitution to recognize “Employment Insurance and Canada Pension Plan” as a Standing Committee.

Respectfully Submitted By:
Locals 88 and 4451

Resolution C-18 – Article 9

Establish an Employment Insurance and Canada Pension Plan Standing Committee

WHEREAS Governments and corporations continuously attack both Employment Insurance and Canada Pension Plan programs; and

WHEREAS All Unifor members will at some time in their lifetime have the ability to collect benefits under the Canada Pension Plan and Old Age Security; and

WHEREAS Unifor members that are unfortunately laid off either temporarily or permanently, or become sick with no benefits, or become parents, will access Employment Insurance programs; and

WHEREAS Unifor members and leadership need to be educated on the changes to the Employment Insurance and Canada Pension Plan legislation and the effects on members; and

THEREFORE BE IT RESOLVED That Unifor Constitutional Convention amend Article 9, Section 12, and Article 10, Section 14, of the Unifor National Constitution to recognize “Employment Insurance and Canada Pension Plan” as a Standing Committee.

Respectfully Submitted By:
Local 504

Resolution C-19 – Article 9

Establish an Employment Insurance and Canada Pension Plan Standing Committee

WHEREAS Governments and corporations continuously attack both Employment Insurance and Canada Pension Plan programs; and

WHEREAS All Unifor members will at some time in their lifetime have the ability to collect benefits under the Canada Pension Plan and Old Age Security; and

WHEREAS Unifor members that are unfortunately laid off either temporarily or permanently, or become sick with no benefits, or become parents, will access Employment Insurance programs; and

WHEREAS Unifor members and leadership need to be educated on the changes to the Employment Insurance and Canada Pension Plan legislation and the effects on members; and

THEREFORE BE IT RESOLVED That Unifor Canadian Council amend the constitution to recognize “Employment Insurance and Canada Pension Plan” as a Standing Committee.

Respectfully Submitted By:
Locals 88 and 1285
To Canadian Council, September, 2014

Resolution C-20 – Article 9

Canadian Council

WHEREAS The Canadian Council only allows delegates to be on the floor of the Council meeting; and

WHEREAS The role of the alternate would be to get educated on the union process; and

WHEREAS Unifor would be more inclusive; and

THEREFORE BE IT RESOLVED Article 9 (Canadian Council), Section 8, be amended to include alternates and that alternates be able to attend the Canadian Council meeting and be included on the floor without a voice or a vote.

Respectfully Submitted By:
Local 830
To Canadian Council, August, 2015

Resolution C-21 – Article 10

Amalgamated Local Unions or Subordinate Bodies

WHEREAS Unifor’s National Constitution provides for a mechanism for the election of delegates to Quebec Council and Regional Councils. They are elected by secret ballot with a minimum of 15 days’ notice to all members of nominations and elections. Candidates with the most votes are elected; and

WHEREAS Under the mechanism established at the time of Unifor’s creation regarding the method of election by secret ballot with a minimum of 15 days’ notice to all members of nominations and elections, the candidates with the most votes are elected. This procedure does not work for large local unions that have already established a procedure for delegations for meetings in the context of the various activities organized by Unifor, the union. The local unions have chosen the procedure for delegations to the various activities organized by Unifor and included them in their bylaws, which have been adopted by their members at the convention; and

LET IT BE RESOLVED that the decision made by amalgamated local unions or subordinate bodies be respected, as this choice was made upon the adoption of their bylaws during their constitutional convention, provided that the number of delegates does not exceed the maximum permitted by Article 10 on Regional and Quebec Councils, Section 6 b) on Amalgamated Local Union or Subordinate Bodies, Paragraph 7; and

LET IT BE FURTHER RESOLVED that the delegation procedure provided for in the bylaws of local unions and subordinate bodies be respected by Unifor, the union.

Respectfully Submitted By:
Local 299

Resolution C-22 – Article 10

Regional and Quebec Councils

WHEREAS Article 10 (14) of the Unifor Constitution adopted in Toronto, Ontario, August 2013, identifies the establishment of standing committees within each regional council and the Quebec Council; and

WHEREAS A Health and Safety Committee is identified, however, there is no identified WCB/WSIB Standing Committee; and

WHEREAS Workplace representatives provide our members with advocacy and representation at various levels of the respective provincial boards; and

WHEREAS Workplace representatives assist our members on a daily basis in a specialized subject matter(s), issue(s); and

THEREFORE BE RESOLVED that a WCB/WSIB Committee be established and added under the umbrella of the Health and Safety Committee; and

LET IT BE FURTHER RESOLVED that Unifor Constitution recognizes and establishes a WCB/WSIB National Committee.

Respectfully Submitted By:
Locals 504 and 707

Resolution C-23 – Article 10

Establishment of a Workplace Safety and Insurance Board Standing Committee

- WHEREAS** Governments and corporations continuously attack WSIB; and
- WHEREAS** All Unifor members could at some time in their lifetime have the need to be represented or go off work due to a workplace injury; and
- WHEREAS** Unifor members that are unfortunately injured at work will at some time in their lifetime need to be represented; and
- WHEREAS** Unifor members and leadership need to be educated on the changes to the WSIB and the effects on members; and
- WHEREAS** Workplace representatives assist our members on a daily basis on specialized subject matter(s), issue(s); and
- THEREFORE BE IT RESOLVED** that Unifor Constitutional Convention amend Article 10, Section 14, of the Unifor National Constitution to recognize “Workplace Safety and Insurance Board” as a Standing Committee.

Respectfully Submitted By:
Local 4451

Resolution C-24 – Article 10

Credentials from Councils

WHEREAS Executive and standing committee members are elected to represent members in a region or industry through a democratic process; and

WHEREAS It is important for executive and standing committee members to have the ability to adequately represent the members who elected them; and

WHEREAS It is important for executive and standing committee members to participate in caucuses and other meetings; and

WHEREAS There are better opportunities for like-minded executive and standing committee members to share knowledge and ideas at conventions; and

THEREFORE BE IT RESOLVED Regional council executive members and standing committee members shall have the ability to obtain a credential from their respective elected position, carrying one (1) vote.

Respectfully Submitted By:
Locals 1S and 2S



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Resolution C-25 – Article 12

National Council of Retired Workers

WHEREAS Three (3) years have passed since the formation of Unifor; and

WHEREAS All retired workers that have retired from Unifor-represented workplaces are welcome in the structure of the Unifor National Retired Workers Council; and

WHEREAS There is no need to restrict the participation of such retired workers in local retired worker chapters; and

THEREFORE BE IT RESOLVED that Sections 9-14 of Article 12 be removed from the Unifor Constitution.

Respectfully Submitted By:
Local 199

Resolution C-26 – Article 12

National Council of Retired Workers

- WHEREAS** Three (3) years have passed since the formation of Unifor; and
- WHEREAS** All retired workers that have retired from Unifor-represented workplaces are welcome in the structure of the Unifor National Retired Workers Council; and
- WHEREAS** There is already a complete set of rules that govern the participations of retired workers under Article 12, Sections (1) through (8), which should apply to all Unifor retirees equally; and
- THEREFORE BE IT RESOLVED** that Article 12, Sections (9), (10), (11), (12), (13), (14), be deleted entirely.

Respectfully Submitted By:
Local and 707

Resolution C-27 – Article 12

Payment of Per Capita Dues to Quebec Retired Workers Council

WHEREAS The mission of the Quebec Retired Workers Council is to see to the well-being of retired members of Unifor Quebec and to ensure respect for federal and provincial legislation concerning retired workers; and

WHEREAS Unifor Quebec's Retired Workers Council was created on October 23 and 24, 2013; and

WHEREAS Maintaining the Quebec Retired Workers Council depends on per capita dues paid by local unions in Quebec; and

THEREFORE BE IT RESOLVED that all local unions that are part of the Quebec Council pay dues of two cents (\$0.02) per active member per month for the Quebec Retired Workers Council, in addition to the dues provided for in Article 15 G 1 of Unifor's National Constitution.

Respectfully Submitted By:
Locals 698, 2005 and 2889

Resolution C-28 – Article 12

Payment of Per Capita Dues to the Quebec Retired Workers Council

WHEREAS The mission of the Quebec Retired Workers Council is to see to the well-being of retired members of Unifor Quebec and to ensure respect for federal and provincial legislation concerning retired workers; and

WHEREAS Unifor Quebec's Retired Workers Council was created on October 23 and 24, 2013; and

WHEREAS Maintaining the Quebec Retired Workers Council depends on per capita dues paid by local unions in Quebec; and

THEREFORE BE IT RESOLVED that all Local Unions that are part of the Quebec Council pay mandatory dues of two cents (\$0.02) per active member per month for the Quebec Retired Workers Council.

Respectfully Submitted By:
Local 761

Resolution C-29 – Article 12

Automatic Dues Check Off

WHEREAS Our Union vision is to have retired worker chapters work in common with the local union and other progressives and our strength is based on constant union renewal and many retired workers have proven to be a very important part of Unifor’s political and community activities; and

WHEREAS Retired members are entitled to “retired membership status” and are not required to pay dues yet have all the privileges of membership, with certain exceptions; and

WHEREAS Since the UAW split, we have seen very little success in attracting other than UAW-CAW retired members; and

BE IT RESOLVED that all Unifor bargaining committees be required to negotiate automatic dues check off at source for all future retirees; and

THEREFORE BE IT FURTHER RESOLVED that all companies be required to furnish the local’s union office with updated lists of all retirees.

Respectfully Submitted By:
Local 1459

Resolution C-30 – Article 12

Retirees Fund per Constitution

WHEREAS At the present time, Unifor has approximately 305,000 dues-paying members and in excess of 90,000 retired members; and

WHEREAS Our retired members realize the importance of adequate funding needed to further the goals of working and retired unionized members. Reality is that due to declining numbers, many retired worker area councils are in financial trouble and having difficulty in fulfilling their mandate; and

WHEREAS Government(s) have realized the importance of union funding and continue in attempts to restrict union influence by attempting to pass Bills such as C377 and suggesting changes to the Rand Formula, etc.; and

WHEREAS Many retirees are “retired from work but not from the job” and have the time and the will but often not the funds to support political action; and

THEREFORE BE IT RESOLVED pursuant to Article 16, Section 15, of our constitution that a retirees fund to be established and that a minimum of .10 cents per member, per month, be allocated to that Fund. Funds would then be available to retiree councils in financial trouble, upon request, so that retired workers who wish to, are able to attend councils, conferences and political action events.

Respectfully Submitted By:
Local 1459

Resolution C-31 – Article 12

Retired Worker Delegates to Conventions

- WHEREAS** Retired members encounter many problems that are unique to seniors; and
- WHEREAS** It is important that retired workers be adequately represented at convention; and
- WHEREAS** Currently the 10 members of the Executive of the National Council of Retired Workers are the only retired members guaranteed to be eligible to be delegates to the national convention with voice and vote; and
- WHEREAS** It is very difficult for retired members to be elected from their local unions as delegates to the national convention; and

THEREFORE BE IT RESOLVED that Article 6(c)(12) of the Constitution be amended to read:
“The members of the National Council of Retired Workers Executive and two (2) members from each Area Council of Retired Workers shall be delegates to convention with voice and one vote each”.

Respectfully Submitted By:
Local 1459

Resolution C-32– Article 14

Staff

WHEREAS An open and transparent hiring process ensures that all members of Unifor are given equal opportunity to be considered for vacant positions with the National Union; and

WHEREAS Positions within the National Union have been filled without Unifor members who might be qualified for and have the skills necessary to fulfill those positions being aware of the opening; and

WHEREAS Members and staff often have qualifications and skills which are not generally known and would only be revealed through a proper hiring process; and

THEREFORE BE IT RESOLVED Article 14 (Staff), Section 4, be amended to read “All staff of the National Union shall be appointed or hired by the President *after a full and open hiring process that includes a posting with national distribution at all regional offices and all local offices where all members and staff in good standing can be advised of the opening and permitted to take part*”.

Respectfully Submitted By:
Local 191
To Canadian Council, August, 2015

Resolution C-33 – Article 15

Local Unions

Article 15, Section 7, presently reads:

A local union may abolish an executive officer position or consolidate such a position with another as long as those positions set out in paragraph one remain. Such a step may be taken solely on the grounds of the adverse financial position of the local union and the decision to do so must be supported by a two-thirds vote or more of the local union executive board.

This is not true the way it reads. We did this, according to the way the constitution reads and we were told a local union cannot. It was stated that for the sake of saving honorarium or to reduce costs of education, is not a valid reason. We were advised this is only for someone that is fully employed by the local union. Not being able to do this is also detrimental to the financial stability of the smaller locals. Please put that in the constitution and save us the embarrassment of having to undo what was done.

Respectfully Submitted By:
Local 89

Resolution C-34– Article 15

Local Unions

B: Local Union Officers

9. An appeal of a decision made under ~~Paragraph 5(d)~~ **Paragraph 7** above may be made to the National Executive Board only. No Court or Tribunal has jurisdiction over the matter. The onus rests on the Local Union to demonstrate that its decision was based only on the adverse financial position of the Local Union.

English Constitution Only

12. An elected Executive Board member can face recall only once during ~~her/his~~ **his/her** term of office.

Respectfully Submitted By:
Unifor National Executive Board



2nd Unifor Convention
August 22-26, 2016
Shaw Centre, Ottawa, ON

Resolution C-35– Article 15

Local Unions

The following is a proposed amendment to the National Constitution. We are proposing it be placed in Article 15 E, Section 6, which covers Stewards and Committee persons and be designed as Article 15 B, Section 6, which covers eligibility of serving on the Executive.

A Local Union may provide in its By-Laws that a member must serve on the Grievance Committee for a period of no longer than one (1) year in order to be eligible to seek or hold position of Unit Chair. The By-Laws of the local union may specify the conditions of membership in good standing, subject to Article 5.7.

***Respectfully Submitted By:
Local 4612***

Resolution C-36 – Article 15

Recall Procedure

WHEREAS Unifor’s first priority is to promote the interests of its members; and

WHEREAS The National Constitution only allows one recall procedure per term of office in the case of an elected workplace representative; and

WHEREAS The members have the impression that democracy is not respected when one of their representatives acts in a manner that is inconsistent with the National Constitution and can face recall only once during his/her term of office; and

THEREFORE BE IT RESOLVED that In the event that more than one petition for recall is made within the same term of office for a union steward, shop steward or office steward and where the alleged facts are in violation of the National Constitution, the recall procedure may be applied more than once; and

THEREFORE BE IT RESOLVED that Article 15 E 7 of the National Constitution be amended accordingly.

Respectfully Submitted By:
Local 698

Resolution C-37 – Article 15

Local Union Audits

WHEREAS A local union which chooses an annual professional audit shall submit the audit to the Secretary Treasurer of the National Union no later than three (3) months following the year end; and

WHEREAS Employers have until January 31st to transfer the dues for the month of December to us; and

We need to close the books on the local union’s fiscal year before turning them over to the external auditor. Subsequently, the audited financial statements are returned to us, which can take up to one and a half months. These statements must then be approved by our general council or convention which can take place at the start of the month of May; this process cannot be completed in under six (6) months; and

THEREFORE BE RESOLVED that a local union which chooses an annual professional audit shall submit the audit to the Secretary Treasurer of the National Union no later than six (6) months following the year end.

Respectfully Submitted By:
Local 299



2nd Unifor Convention
August 22-26, 2016
Shaw Centre, Ottawa, ON

Resolution C-38 – Article 16

National Dues

2. National Union dues shall be 0.735% of a worker's regular wages with respect to regularly scheduled hours as **defined by the collective agreement in place.**

Respectfully Submitted By:
Unifor National Executive Board

Resolution C-39 – Article 16

National Dues

15. The National Union shall direct the monies received as its share of dues, to the following funds as set out below:

General Fund:	75%
Defence / Strike Fund:	10%
Organizing Fund:	10%
Education Fund:	3.75%
Convention Fund:	1.25%

For the period September 1, 2016, to August 31, 2019, inclusive, 2.5% will be redirected from the Defence/Strike Fund to the General Fund. This arrangement will be reviewed at the 2019 convention.

***Respectfully Submitted By:
Unifor National Executive Board***

Resolution C-40 – Article 16

Calculation of Union Dues

WHEREAS A graduated tax system is more fair and equitable than a flat tax system (whether a flat tax is a set amount or a percentage); and

WHEREAS Unifor currently collects union dues (taxes) from individual members via a flat tax; and

WHEREAS The members of Local 441G in St. John’s, Newfoundland, have voted to collect local union dues via a graduated tax rather than via a flat tax and have shown that in doing so, is administratively feasible by providing “rebates” to members based on their salary/wage; and

THEREFORE BE IT RESOLVED That Unifor use a graduated tax to collect union dues from individual members.

Respectfully Submitted By:
Local 441G
To Canadian Council, August, 2015

Resolution C-41 – Article 16

Dues Allocation

- WHEREAS** Workers need unions to help to redress the inherent imbalance existing between themselves and employers, both within workplaces and within society in general; and
- WHEREAS** With new members, a larger staff and a higher rate of unionization, we are strengthening our power and our influence vis-a-vis employers within the different sectors where we are present as well as on the political stage, all of which contributes significantly to the sustainability of labour organizations; and
- WHEREAS** Unifor’s organizing strategy and efforts must be focused, first and foremost, at the level of the local unions, as decided during the Founding Convention; and
- WHEREAS** Currently, when a local union negotiates its first collective agreement, all of the costs related to the preparation and the different bargaining sessions are paid for in full by the Unifor National Union; and
- WHEREAS** The members of a newly organized bargaining unit do not pay any union dues until a first collective agreement is ratified; and
- WHEREAS** The Unifor National Union offers a full range of union representation services (chairing of bargaining sessions, labour relations, grievance arbitration, representation before labour tribunals, etc.); and
- WHEREAS** Local unions must provide the same services as those offered by the Unifor National Union to certain of their units; and
- WHEREAS** The percentage of union dues, i.e., 0.735%, that must be paid to the Unifor National Union by virtue of Article 16.02 of Unifor’s National Constitution is the same for a unit to which Unifor provides these services as for units where it is the local union that provides the full range of services; and
- WHEREAS** For financial reasons, some local unions hesitate to welcome new units within their ranks if they are responsible for providing the full range of services to those units; and

THEREFORE BE IT RESOLVED that Unifor allocate to the local union 30% of the annual dues received from any unit for which full services are provided by the local union, upon reaching an agreement to this effect between the Unifor National Union, the local union and the unit.

Respectfully Submitted By:
Local 510

Resolution C-42 – Article 16

Dues Allocation

WHEREAS Workers need unions to help to redress the inherent imbalance existing between themselves and employers, both within workplaces and within society in general; and

WHEREAS With new members, a larger staff and a higher rate of unionization, we are strengthening our power and our influence vis-a-vis employers within the different sectors where we are present as well as on the political stage, all of which contributes significantly to the sustainability of labour organizations; and

WHEREAS Unifor’s organizing strategy and efforts must be focused, first and foremost, at the level of the local unions, as decided during the Founding Convention; and

WHEREAS The Unifor National Union offers a full range of union representation services (bargaining, labour relations, grievance arbitration, representation before labour tribunals, etc.); and

WHEREAS Local unions must provide the same services as those offered by the Unifor National Union to certain of their units; and

WHEREAS The percentage of union dues – i.e., 0.735% of regular wages (excluding overtime) – that must be paid to the Unifor National Union is the same for a unit to which Unifor provides these services as for units where it is the local union that provides the full range of services; and

WHEREAS For financial reasons, some local unions hesitate to welcome new units within their ranks if they are responsible for providing the full range of services to those units; and

THEREFORE BE IT RESOLVED that Unifor allocate to the local union 30% of the annual dues received from any unit for which full services are provided by the local union, upon reaching an agreement to this effect between the Unifor National Union and the local union.

Respectfully Submitted By:
Unifor Local 761

Resolution C-43 – Article 17

Collective Bargaining

C: Strike and Defence Fund

5. Benefits will cease ~~on the later of seven (7) days following ratification of the collective agreement, or~~ seven (7) days following the Local Union or bargaining unit's return to work date, not to exceed twenty-eight (28) days following the ratification date.

***Respectfully Submitted By:
Unifor National Executive Board***

Resolution C-44 – Articles 6, 9 and 10

First Delegate Status

- WHEREAS** Local union presidents are already elected by local union members through a democratic process; and
- WHEREAS** Local union presidents understand and are able to represent local issues and concerns; and
- WHEREAS** Local union presidents are the principal spokesperson and leader of the local union; and
- WHEREAS** Local union presidents are the liaison or main link between the local union and the national union; and
- WHEREAS** Local union presidents are responsible for understanding and implementation of national and regional recommendations and resolutions; and
- THEREFORE BE IT RESOLVED** The first local delegate to National Convention, Canadian Council, Regional or Quebec Council shall be the local president or designate.

Respectfully Submitted By:
Locals 1S and 2S

Resolution C-45 – Articles 6, 9 and 15

EFAP / Addictions Committee

WHEREAS Unifor recognizes that workers, their families and communities are plagued by a wide range of mental health issues including but not limited to, addiction and substance dependency, behaviour-based addictions, depression and other issues of a similar nature; and

WHEREAS Unifor accepts that such conditions are not the moral failure of these individuals but are rather symptomatic of a disease recognized and protected under the Human Rights Codes of all regions in Canada; and

WHEREAS Unifor fully recognizes that while the effects of these illnesses can be devastating, it is also recognized that through the proper treatment and resources, a sustainable recovery can be achieved; and

WHEREAS Unifor accepts that as a socially progressive organization it is our duty and obligation to advocate for, to protect and to educate our members, their families and communities suffering with any of these conditions; and

WHEREAS The foundation of such responsibility must be set in the principles and structure established by our Constitution; and

THEREFORE BE IT RESOLVED that the National Constitution, as set out in Article 10, Section 14 (Regional and Quebec Councils) be amended to include EFAP/Addictions as a recognized standing committee within the various regional and Quebec councils' structure; and

THEREFORE BE IT FURTHER RESOLVED that all other related Articles of the Constitution be amended to reflect the recognition of EFAP/Addictions standing committee, specifically Article 9, Section 12 (Canadian Council) and Article 6B, Section 11 (Convention), in addition to Article 15D (Local Unions), Section 1.

Respectfully Submitted By:
Locals 88, 195, 444 and 2458

Resolution C-46 – Articles 6, 9 and 15

EFAP / Addictions Committee

WHEREAS Unifor recognizes that workers, their families and communities are plagued by a wide range of mental health issues including but not limited to, addiction and substance dependency, behaviour-based addictions, depression and other issues of a similar nature; and

WHEREAS Unifor supports the understanding that such conditions are not the moral failure of these individuals but are rather symptomatic manifestations of a disease recognized and protected under the Human Rights Codes of all regions of Canada; and

WHEREAS Unifor fully recognizes that while the effects of these illnesses can be devastating, it is also recognized that through the proper investment in treatment and resources, a sustainable recovery can be achieved; and

WHEREAS Unifor accepts that as a socially progressive organization it is our duty and obligation to advocate for, to protect and to educate our members, their families and communities suffering with any of these conditions; and

WHEREAS The foundation of such responsibility must be set in the principles and structure established by our Constitution; and

WHEREAS In May of 2016, the Unifor Prairie Regional Council unanimously endorsed the creation of an EFAP/Addictions Committee to assist the leaders and membership of Unifor in dealing with addictions and mental health issues in addition to celebrating recovery; and

THEREFORE BE IT RESOLVED that the National Constitution, as set out in Article 10, Section 14 (Regional and Quebec Councils) be amended to include EFAP/Addictions as a recognized standing committee within the various regional and Quebec councils' structure; and

THEREFORE BE IT FINALLY RESOLVED that all other related Articles of the Constitution be amended to reflect the recognition of EFAP/Addictions standing committee, specifically Article 9, Section 12 (Canadian Council) and Article 6B, Section 11 (Convention), in addition to Article 15D (Local Unions), Section 1.

Respectfully Submitted By:
Local 855

Resolution C-47 – Articles 6, 9 and 15

WHEREAS Unifor recognizes union members and members of their families can be troubled by a wide range of issues including but not limited to depression and other mental health issues, grief over personal loss, family break-down, debt, effects of violence or bullying, addiction and substance dependency, behavior-based addictions and other issues of a similar nature; and

WHEREAS Ontario Regional Council is the only council that has an EFAP/Addictions Committee that through its bi-annual conference and committee meetings assists our leadership in helping our members in recovering from and breaking the negative stigmas attached to these issues; and

WHEREAS Canadian Council and all other regional councils do not have an EFAP/ADDICTIONS committee yet; and

WHEREAS At the 2015 Unifor EFAP/Addictions Conference, the delegates endorsed having an EFAP Addictions Committee established in the following councils; BC, Prairie, Atlantic, Quebec and Canadian Councils.

THEREFORE BE IT RESOLVED that the Unifor National and regional councils create and support an EFAP/Addictions Committee to assist our leadership and membership in dealing with addictions and mental health issues in addition to celebrating recovery.

Respectfully Submitted By:
Local 114

Resolution C-48 – Articles 10 and 11

Vice Chair or Designate

WHEREAS Representation from Regional, Quebec and Industry Council's is important for our union; and

WHEREAS We want to be an inclusive union who listen to all of our members; and

WHEREAS It is important for regional, Quebec and industry councils to receive information from the National Union; and

WHEREAS We value the input from all regions and councils; and

THEREFORE BE IT RESOLVED In the absence of the chairperson of a regional, Quebec or industry council, the vice-chair or designate of the regional, Quebec or industry council shall have the full ability to assume all duties of the chairperson, including all meetings, until the chairperson is able to resume duties.

Respectfully Submitted By:
Locals 1S and 2S

Resolution R-1

New Member Orientation

- WHEREAS** Mentorship is vital to the strength of Unifor and builds the future of this great Canadian union; and
- WHEREAS** There is already mandatory education in place with the harassment training; and
- WHEREAS** It is important for new members to understand the historical context of being workers and the role of unions in defending their interests; and
- WHEREAS** The Unifor one (1) day course “Getting to know your Union” provides a basic introduction to Unifor and an overview of where we are, how our union works, how we represent workers in the workplace and explores the reasons and ways we contribute to building our communities and a more compassionate society; and
- THEREFORE BE IT RESOLVED** That Unifor make attendance at a “Getting to Know Your Union” mandatory for all new members within one (1) year of joining the Union in order for members to be in good standing and that funding for the one (1) day local course be split under the current 50/50 formula.

Respectfully Submitted By:
Local 10-B

Resolution R-2

Recovery Day

WHEREAS One in five Canadians experience a mental health or addiction problem and many of our members and families suffer from the disease of addiction and its effects; and

WHEREAS There is still a stigma associated with addictions and Unifor categorically rejects the notion that such issues are so called "self-inflicted injuries"; and

WHEREAS Unifor recognizes that a troubled worker or family member is far more likely to make a recovery and build a new life if help is available from the employer, union and community, and if such help respects the dignity and confidentiality of the individual; and

WHEREAS Recovery Day is an annual event held in September, which celebrates the ability of those with drug, alcohol and behavioral addictions to achieve long term sobriety and productive and healthy lives; and

WHEREAS At the 2015 Unifor EFAP/Addictions Conference, the delegates endorsed the annual day of recovery that is celebrated each September as the best way to break the stigmas of addictions and recovery; and

THEREFORE BE IT RESOLVED That Unifor National and the regional councils recognize a Recovery Day every September to support these members and their families, for the difficulties and challenges that they face and encourage all Unifor Locals to participate in their respective communities.

Respectfully Submitted By:
Local 114

Resolution R-3

Support for Canadian Manufacturing

WHEREAS Vehicle manufacturing has a long history in our union and workers in this industry were crucial in establishing industrial unionism in Canada and achieving many gains in bargaining and political action; and

WHEREAS Vehicle manufacturing is fundamental to the manufacturing sector of Canada's economy and is a key contributor to advanced technology and modern skills and is an area where we have bargained decent jobs with benefits that have advanced the standard of living of Canadian workers; and

WHEREAS The jobs of workers in the vehicle manufacturing sector and the related parts, supplier and spin-off jobs are critically important to the communities that have supported the industry for generations; and

THEREFORE BE IT RESOLVED that it be a fundamental principle of our bargaining with the vehicle manufacturing companies that for every one of the manufacturing facilities represented by our union, we achieve investment that secures jobs for existing workers and for the coming generations; and

BE IT FURTHER RESOLVED that we undertake to build public support and support from all levels of government to demand that the manufacturing companies maintain these jobs that are vital to our communities.

Respectfully Submitted By:
Local 222

Resolution R-4

British Columbia Nurses Union

- WHEREAS** British Columbia Nurses Union (BCN) has aggressively raided Health Sciences Association (HSA), Hospital Employees Union (HEU), Professional Employees Association (PEA), Canadian Union of Public Employees (CUPE), International Union of Operating Engineers (IUOE) and the British Columbia Government and Service Employees Union (BCGEU) over the past decade; and
- WHEREAS** All other healthcare unions in BC work collaboratively with each other on issues of common interest such as health and safety, violence prevention, job security, protection of part time workers and elimination of precarious work; and
- WHEREAS** BCN has been sanctioned by the Labour Relations Board of BC for their predatory practices that interfere with patient care and create a safety risk for both patients and workers; and
- WHEREAS** BCN has been expelled from the house of labour in BC and across Canada and no longer works with the Canadian Labour Congress, BC Federation of Labour and Canadian Federation of Nurses Unions; and
- WHEREAS** Union density in Canada is shrinking and raiding diverts valuable resources to protecting individual unions rather than organizing the unorganized; and
- WHEREAS** Several BC community/labour coalitions, including the BC Health Coalition, the BC office of the Canadian Centre for Policy Alternatives and the BC Poverty Reduction Coalition have taken a strong stand against raiding by the BCN by expelling the BCN from their organizations, refusing to allow the BCN to attend or participate in their meetings and refusing to accept financial contributions from the BCN; and
- WHEREAS** the staff of BCGEU, HSA, CUPE, PEA and HEU are proud members of Unifor and stand to lose their jobs if BCN continues this practice; and
- WHEREAS** Unifor and BCN partnered on joint election ads during the 2015 federal election in BC; and

WHEREAS Unifor's stated principles include striving to protect the economic rights of our members and every member of the workforce including safer workplaces, secure employment and a decent standard of living, principles that will be violated if Unifor cooperates with BCN while they continue their predatory practices; and

THEREFORE BE IT RESOLVED that Unifor discontinue association and any joint projects with BCN until BCN ceases their hostile raiding practices and are welcomed back in the house of labour; and

BE IT FURTHER RESOLVED that Unifor publicly oppose BCN raiding and work with affected sister unions to support anti-raid campaigns that protect Unifor-member jobs.

***Respectfully Submitted By:
Locals 465 and 468-W***

Resolution R-5

Paid Education Leave Funds

WHERE AS Many of the smaller or newer units have little or no PEL funds available to access; and

WHERE AS There are units within a local that are forced to close or cease to exist which have unused PEL funds available; and

THEREFORE BE IT RESOLVED that due to the importance of education of our membership that any unused PEL funds that remain after the closure or where operations cease to exist of a unit within a local, be placed in a special educational fund which can be accessed by the local for units with little or no PEL funds available to them.

Respectfully Submitted By:
Local 504

Resolution R-6

Carpooling

WHEREAS Over the past 20 years, concern for the environment has taken on major and decisive importance for our society and our civilization; and

WHEREAS The reduction of greenhouse gases represents a major challenge for the environment; and

WHEREAS Prior to the founding of Unifor, both of our predecessor organizations had adopted environmental policies, namely Policy 909 – Environment Statement of Principles – Environment; and

WHEREAS Several of Unifor’s local unions have already adopted a clause encouraging carpooling in their policies; and

THEREFORE BE IT RESOLVED that Unifor amend its policy on local union expenses related to mileage/gas by adding an additional allowance that would increase the amount of the refund already allocated per kilometre in order to encourage carpooling.

Respectfully Submitted By:
Unifor Local 510

Resolution R-7

Long-Term Collective Agreements

- WHEREAS** Employers are adopting an increasingly aggressive stance at the bargaining table with demands for concessions on wages, pension plans, job security provisions, the duration of the collective agreement; and
- WHEREAS** During Unifor’s Founding Convention, which was held from August 30 to September 1, 2013, Unifor’s leaders and members voted to adopt the document entitled “A New Union for a Challenging World: Unifor’s Vision and Plan.” One of the sections of this document sets out Unifor’s fundamental principles, including the principle that Unifor must “stay tough at the bargaining table”; and
- WHEREAS** Bargaining is the pillar of union activity and the fact of depriving workers of their ability to make important decisions can only lead to the weakening of the union and of our capacity to fight back; and
- WHEREAS** The term of the first collective agreement of a group of employees covered by a bargaining certificate cannot be longer than three (3) years; and
- WHEREAS** In general, when an employer requests a longer-term collective agreement, this request is accompanied by a promise of improvements to the unit and/or investments but also by threats of layoffs and/or closure; and
- WHEREAS** In signing long-term collective agreements, we find ourselves in a position where our hands are tied regardless of what happens; and
- WHEREAS** The more units that sign long-term collective agreements, the greater the pressure from employers who want to impose them on us; and
- THEREFORE BE IT RESOLVED** that Unifor encourage and recommend to the various bargaining committees and national representatives that they negotiate collective agreements whose duration does not exceed three (3) years;
- BE IT FURTHER RESOLVED** that Unifor and its national representatives support local unions and units whose employer is seeking to impose a collective agreement with a term in excess of three (3) years.

Respectfully Submitted By:
Local 510

Resolution R-8

Migrant Workers' Rights

WHEREAS The use of temporary foreign workers is a deliberate attempt by Canadian federal, provincial and territorial governments and Canadian employers to exploit the most vulnerable people in the global economy; and

WHEREAS All workers deserve full labour and human rights; and

BE IT RESOLVED that Unifor will call on the Canadian Labour Congress and the provincial federations of labour and will implement a plan of action to:

1. Have governments in all federal, provincial and territorial jurisdictions across Canada implement the Ontario Federation of Labour Migrant Workers' Bill of Rights; and
2. Ensure that migrant agricultural workers have the right to unionize; and
3. Develop an organizing plan to defend the civil and labour rights of temporary foreign workers; and,
4. Press the Canadian government to ratify the International Covenant on the Protection of the Rights of all Migrant Workers and the International Convention Concerning Decent Work for Domestic Workers.

Respectfully Submitted By:
Local 567

Resolution R-9

Just Transition

Preamble:

The politics and science of Global Warming is a growing concern to the citizens of all countries and communities of the world. Workers in the energy industry in Canada are going to be directly and negatively impacted by any reductions in the extraction and upgrading industry. Although these reductions may seem to be in the distant future, conditions can change rapidly and we need to ensure that we are prepared to provide JUST TRANSITION for these workers and the communities they work in.

WHEREAS Unifor represents thousands of workers in the energy sector; and

WHEREAS Unifor is a leader in the labour and social justice movement; and

WHEREAS Unifor has been at the forefront in promoting JUST TRANSITION; and

THEREFORE BE IT RESOLVED that Unifor develop an official document stating clearly what JUST TRANSITION is; and

THEREFORE BE IT FURTHER RESOLVED that this document be distributed to all Unifor locals that have members in the energy sector for debate and approval; and

THEREFORE BE IT FURTHER RESOLVED that Unifor will strive to have this approved document included in any agreements or policies that could lead to employment reductions in the energy sector.

Respectfully Submitted By:
Local 707-A

Resolution R-10

Pipeline Lobby Group

Preamble:

Canada's fossil fuel industry is important to the country's economy. This natural resource is important to all Canadians. Presently this resource is being exploited for the benefit of large companies and wealthy shareholders. The full potential of this industry is not being realized using the current practice of "rip it and ship it". The Canadian economy needs job creation to be a priority. Shipping raw natural resources outside Canadian borders is a bad deal for all Canadians.

WHEREAS Unifor represents thousands of energy workers who work in the extraction and production of fossil fuels; and

WHEREAS It is understood that pipelines are essential for the survival of this industry; and

WHEREAS It is for the good of all Canadians that these potential pipelines, safely transport value-added and refined products to market; and

THEREFORE BE IT RESOLVED that Unifor create a pipeline lobby group to ensure that our values and interests are represented at all levels of government and other decision-making entities that impact our future; and

THEREFORE BE IT FURTHER RESOLVED that this group participate in all aspects of pipeline politics from coast to coast to coast.

Respectfully Submitted By:
Local 707-A

Resolution R-11

Group Health and Welfare Benefits including Disability Insurance

- WHEREAS** Illness or injury affects all of the Unifor membership; and
- WHEREAS** Health and welfare benefits, including disability insurance, are at risk in many workplaces; and
- WHEREAS** An absence of inadequate health and welfare benefits plans, including disability insurance in the workplace, creates insecurity for our membership; and
- WHEREAS** Employers are reducing or eliminating health and welfare benefits, including disability insurance in the workplace; and
- WHEREAS** employers are forcing Unifor members to carry an ever increasing share of the cost of health and welfare benefits plans, including disability insurance; and
- BE IT RESOLVED** that Unifor sponsor a health and welfare benefits plan, including disability insurance program, open to all of the membership; and
- BE IT FURTHER RESOLVED** that the health and welfare benefits plan, including disability insurance, contain the following pillars to the extent that is possible.
- Short-term disability
 - Long-term disability
 - Health and welfare
 - Dental care
 - Life insurance
 - Vision care
- BE IT FURTHER RESOLVED** that plan membership be open to all Unifor members or groups of Unifor members; and
- BE IT FURTHER RESOLVED** that membership be voluntary for Unifor members or groups of Unifor members; and
- BE IT FURTHER RESOLVED** that a committee be struck to study and implement this program before the start of the next Constitutional Convention.

Respectfully Submitted By:
Local 919-M

Resolution R-12

Recognise Women Activists at The Port Elgin Family Education Center

WHEREAS The Unifor Family Education Center is a center for all members and their families; and

WHEREAS All but two (2) classrooms and four (4) salons, with the exception of The Sisterhood Room and the Roxy Baker Childcare facility, are named after union brothers; and

WHEREAS Unifor is a union who believes in gender equality; and

THEREFORE BE IT RESOLVED that the two (2) lettered classrooms and the four (4) lettered salons be changed to reflect gender equality by naming the rooms after six (6) strong women activists comprised of three (3) former CAW women activists and three (3) former CEP women activists.

Respectfully Submitted By:
Unifor Local 1359

Resolution R-13

Representation on Long-Term Disability and Workers' Compensation Claims

- WHEREAS** There are increasing levels of mental health problems being diagnosed in workplaces; and
- WHEREAS** There are increasing numbers of workers who are exhausting their sick leave benefits and must rely on long-term disability; and
- WHEREAS** Long-term disability and workers' compensation claims are complex and require specialized skill and knowledge to prepare; and
- WHEREAS** Unless Unifor local-elected officers and stewards have access to generous amounts of paid book-off time, they will not have the time to prepare adequately for these cases, particularly in the case of a medical appeal; and
- WHEREAS** The union has a responsibility to represent its members who are at their most vulnerable when sick or injured; and
- THEREFORE BE IT RESOLVED** that Unifor national have sufficient trained staff to provide advice to locals and to represent members in cases of long-term disability and workers' compensation claims and appeals.

Respectfully Submitted By:
Unifor Local 2025

Resolution R-14

Paid Leave for Victims of Domestic Violence

- WHEREAS** Domestic violence is becoming increasingly more of a workplace issue. Due to a recent unprecedented survey, employers in Canada are losing \$77.9 million a year as a result of domestic violence, either directly or indirectly, on employees in the workplace; and
- WHEREAS** People in crisis cannot leave their issues at home when they leave for work each day; and
- WHEREAS** The financial cost to employers is nothing compared to the cost being paid by individuals and their families who are all victims of domestic violence; and
- WHEREAS** There is comfort in knowing that there is a job and stability waiting for them while they seek the help they need for themselves and their families; and
- WHEREAS** Having a job and financial security are essential for individuals to have the support they need in order to leave abusive situations and be able to take care of themselves and their families; and
- WHEREAS** The realities of the individual and the financial cost to the employer supports the need for policies to help individuals escape abusive situations; and
- WHEREAS** The Province of Manitoba is well on their way in getting legislation to allow for paid and unpaid portions of leave to aid individuals to escape domestic violence; and
- THEREFORE BE IT RESOLVED** that all other provinces and Unifor members lobby their provincial governments to follow the example set out by the Province of Manitoba. That Unifor leadership negotiate paid leave at the bargaining table for all victims of domestic violence and ensure safety and job security for all Canadians.

Respectfully Submitted By:
Local 2169

Resolution R-15

Regional Standing Committees

WHEREAS Each region of Unifor elects three (3) standing committee members through each equity groups caucus meeting; and

WHEREAS All elected standing committee members are automatic delegates to their regional council and the Unifor Canadian Council; and

WHEREAS Elected regional standing committee members have a mandate to advise and give guidance on policy and action concerning the social and political goals of Unifor; and

WHEREAS The elected representatives also have a mandate to promote the development, activism and leadership of equity groups in the Union; and

WHEREAS All conferences, conventions and meetings provide tools of information and education, which are a benefit to all, especially when called upon to help our members; and

THEREFORE BE IT RESOLVED that the National Union of Unifor send all elected regional standing committee members to all Unifor and Canadian labour conferences specific to their equity group.

Respectfully Submitted By:
Local 3003

Resolution R-16

A Fair Trade Future Begins By Saying No To The TPP

- WHEREAS** The current model of international trade and investment treaties affords extraordinary rights to private investors and multinational corporations, often undermining the democratic decision-making authority of citizens and governments; and
- WHEREAS** Canada's involvement in such treaties have had a negative effect on our nation's trade and economic performance, and have also lead to Canada being the most sued developed country by private investors under dispute settlement tribunals; and
- WHEREAS** The proposed Trans-Pacific Partnership, negotiated by the former Harper government and signed by Canada and 11 other nations in February 2016, is the latest and largest of neo-liberal trade and investment treaties, that will re-write the rules on trade under NAFTA, reform intellectual property laws and digital policy, and undermine our ability to regulate in the public interest, among other concerns; and
- WHEREAS** Studies show the economic impact of the TPP on Canada will be negative, or at best negligible - further eroding Canada's overall trade performance; and
- WHEREAS** The proposed terms of the TPP will have an effect on Unifor members across a range of economic sectors, including auto, dairy processing, air transport, telecommunications, media and others; and
- WHEREAS** Federal trade minister Chrystia Freeland has stated publicly that she will consult with Canadians on the TPP before putting the deal to a ratification vote in the House of Commons (no later than February 2018) and that the deal, as it stands, is non-negotiable; and
- THEREFORE BE IT RESOLVED** that Unifor undertake a national campaign on the TPP, with the goal of influencing Members of Parliament not to ratify the deal as proposed and to promote an alternative vision for a fair trade agenda in Canada; and

BE IT FURTHER RESOLVED that through this campaign Unifor will engage with activists, local leadership and interested members across the country, encouraging them to play a leading role in this campaign at the community level; and

BE IF FURTHER RESOLVED that Unifor will work in close collaboration with both traditional and non-traditional allies, both nationally and internationally, to stop the ratification of TPP.

***Respectfully Submitted By:
Unifor National Executive Board***

Resolution R-17

Electoral Reform

WHEREAS Delegates to Unifor’s Canadian Council in Vancouver unanimously adopted the paper ‘Politics for Workers – Unifor’s Political Project’; and

WHEREAS ‘Politics for Workers – Unifor’s Political Project’ dedicated a section of the paper to democratic and electoral reform; and

WHEREAS The Canadian Government has asked the ‘special committee on electoral reform’ to identify and study a number of different voting systems – such as preferential ballots and proportional representation – to replace the first-past-the-post system. The committee was also asked to consider the issues of mandatory voting and online voting by December 1, 2016; and

THEREFORE BE IT RESOLVED that Unifor endorse a ‘Made in Canada’ Proportional Representation (PR) electoral system to make every vote count, to be in place by the next federal election; and

THEREFORE BE IT FURTHER RESOLVED that Unifor National, Regional Council’s and Locals actively campaign by launching an education program, a legislative & media campaign advocating for electoral reform and PR within our membership; and

THEREFORE IT FURTHER RESOLVED that Unifor continues to support and work with the Canadian Labour Congress and ‘Every Voter Counts Alliance’ to develop the broader civil society public response: <http://www.everyvotercounts.ca/>.

Respectfully Submitted By:
Unifor National Executive Board

Resolution R-18

Stronger Public Health Care

WHEREAS Unifor is a strong defender of our public health care system - one that provides high-quality care for every Canadian, regardless of where they live or their family income; and

WHEREAS In 2014, the Harper Conservative government allowed the Canadian Health Accord to expire which would have meant over \$36 billion in cuts beginning in 2017; and

WHEREAS Unifor launched a National Campaign to engage our members and their families in the struggle to strengthen and defend our cherished public health care services. The postcard petition campaign called on the federal government to renegotiate the 2004 Health Accord to improve health services with strong federal leadership and a long-term stable funding plan. Tens of thousands of postcards gathered by Unifor from across Canada were delivered to the Federal Minister of Health Jane Philpott in advance of the July 2016 First Ministers meeting; and

THEREFORE BE IT RESOLVED that Unifor Convention 2016 affirms our demands on the Liberal government of Canada to support and renew Canada's public Medicare system:

- Create a national public drug program to ensure equal access to life-saving medication; and
- Ensure sufficient stable Federal and Provincial funding to provide high-quality acute care, home care and long-term care services; and
- Develop a Senior's Strategy to increase the care of our aging population; and
- Protect and enforce the Canada Health Act, ensuring health care remains public for the public good; and

THEREFORE BE IT FURTHER RESOLVED that Unifor Councils and Local Unions build from the Post Card petition campaign to continue to advocate and mobilize in our workplaces and communities for a renewed Health Accord and to hold federal, provincial and territorial ministers accountable to their constituencies in the year ahead to renew our public health services.

Respectfully Submitted By:
Unifor National Executive Board

Resolution R-19

Pensions

WHEREAS 11 million Canadians do not have access to a workplace pension plan; and

WHEREAS Workplace coverage continues to decline, particularly in the private sector with less than 25% of workers participating in a workplace pension plan; and

WHEREAS The new Federal Government has committed to enhancing the Canada Pension Plan (CPP) within the 2016 calendar year; and

WHEREAS The Canadian Labour Congress and the FTQ have made a proposal to double Canada Pension Plan benefits through a gradual increase of contributions; and

THEREFORE BE IT RESOLVED Unifor National Executive Board will work with its Political Action Committee and Local Unions to lobby provincial Finance Ministers to support the Canadian Labour Congress proposal for an enhanced Canada Pension Plan and Quebec Pension Plan.

Respectfully Submitted By:
Unifor National Executive Board

Resolution R-20

Climate Action Plans, Job Security and Just Transition

- WHEREAS** Canada and the world have agreed to transition towards a "low carbon economy" in order to limit global warming; and
- WHEREAS** we expect that this change in the intensity, uses and extraction levels of fossil fuels will affect energy and manufacturing workers particularly in "Emissions Intensive and Trade Exposed" (EITE) sectors; and
- WHEREAS** Unifor and its predecessor organizations, and the Canadian labour movement have long argued for "just transition" for workers when societal changes impose the burden of change on workers, their jobs and quality of life; and
- WHEREAS** the principle of Just Transition has been recognized by the ILO and it was included in the 2015 Paris Agreement on Climate Change which recognized the "imperatives of a just transition of the workforce and the creation of decent work and quality jobs"; and
- WHEREAS** Unifor has engaged in climate change policy processes nationally and in several provinces and has identified key policies to support energy workers in the transition to a low carbon economy; and

THEREFORE BE IT RESOLVED that Unifor demands that Canada's Climate Action Plan support and protect the jobs of energy resource and manufacturing workers through the following measures:

Job creation and energy security

Federal and provincial economic policy must incent investment in value added processing of oil and natural gas, and encourage the stability and expansion of the petrochemical sector.

Measures to support energy workers should include:

- Investment incentives for upgrading bitumen and "deep conversion" refineries capable of processing bitumen into a range of products from synthetic crude oil to fuels and petrochemical products
- Construction of an east-west pipeline or other safe transportation systems not for export of raw bitumen but to make Canada self-sufficient in crude oil and fuels and to bring refined and upgraded products to market.
- Priority allocation of Canadian natural gas resources to strip NGLs as feedstock for the Canadian petrochemical sector.

- Natural gas infrastructure repair and replacement, and expansion to Canadian regions without natural gas service.
- Employment transition and successorship by energy sector employers as they diversify their investments in alternative energy.

Climate Action Plans and Canadian industrial Strategies

Climate Action Plans must be developed in tandem with Canadian industrial and manufacturing strategies in the automobile manufacturing, pulp and paper, steel, cement and other EITE industries and provide support for the technological and economic transformations leading to a low carbon economy.

Carbon pricing and Green Funds

- Carbon pricing systems should not be the only or primary policy to reduce GHGs. Using carbon pricing alone to reduce GHGs would require extreme prices that would cause large scale economic destabilization and displacement of workers without planning or transition.
- Carbon pricing systems in Canada should include measures to apply “carbon price border adjustments” to products entering Canada or provinces from jurisdictions with no carbon price or lesser carbon prices, and no provision in any trade agreement should restrict the ability of Canadians to ensure Canadian industries are not at a disadvantage.
- Carbon pricing systems should not be “revenue neutral” and allocate revenues towards energy transition and just transition for workers.
- “Green Funds” or other accounts redirecting revenues from carbon pricing to GHG reduction measures must include just transition measures as an expected use.
- Green Fund expenditures must have fair wage criteria and extend appropriate existing union jurisdiction and bargaining units.

Cap and Trade systems

- Cap and Trade systems must allocate transitional credits to carbon intensive and trade exposed sectors, and these credits should be provided with explicit reference to employment stability and worker transition.
- Cap and Trade systems must limit the trading of credits to users of energy and exclude market speculators who may contribute to economic destabilization and threaten jobs.

Transition and Labour Market Planning

- All climate change action plans must include labour market studies and planning from the beginning.
- Affected workers and unions must be engaged in stakeholder processes to design climate policies and to address employment impacts.

- The Canadian government has established a number of federal – provincial “working groups” to make proposals on Canada’s climate change action plan goals, policies and programs. A stakeholder table representing Canadian labour must be established and connected to the federal provincial working group.

- Transition measures must be specifically designed to address the needs of workers in each situation and could include, among other measures:

- Employment transition
- Re-training
- Re-location assistance
- Early retirement
- Pension bridging
- Income security / stabilization

***Respectfully Submitted By:
Unifor National Executive Board***

Resolution R-21

Unifor Bargaining Program

WHEREAS The Unifor Convention provides an opportunity to review current developments, debate key issues and adopt policies to strengthen the union and improve conditions for our members; and

WHEREAS A resolution was adopted at the November 6, 2015 meeting of the National Executive Board to incorporate into the 2016 Convention proceedings a document to specifically address collective bargaining issues. The resolution provided for a document comprised of four broad sections:

1. A review of the ongoing role of Industry Councils, and other existing bargaining councils and structures, in establishing sector-specific bargaining programs.
2. The broader economic and political context for bargaining.
3. Unifor bargaining developments and progress since the founding convention.
4. Unifor policy on a set of core bargaining issues that apply across all sectors, reflect timely challenges or align with the themes of the Convention.

WHEREAS The National Executive Board established a Convention Committee in accordance with Article 6 (D.11) to carry out this work; and

WHEREAS A comprehensive bargaining program document will be presented to Convention which will include the recommendations contained in this resolution concerning Unifor’s bargaining priorities; and

THEREFORE BE IT RESOLVED that the National Executive Board urges 2016 Convention delegates to adopt these bargaining priorities.

Low-Wage and Precarious Work

At the bargaining table we have the opportunity to build more stability and certainty into the working lives of our members. What follows is a list of key bargaining priorities to reduce the precariousness of work and increase stability for our members. Unifor will:

- Negotiate wage “escalator” provisions that ensure Unifor members in low-wage work benefit proportionally from any minimum wage increases in their jurisdiction;
- Negotiate wage rate increases on a cents-per-hour basis (instead of increases based on percentages) to ensure low-wage workers do not fall further behind their counterparts in higher-wage classifications;

- Negotiate paid sick days - either through a sick bank or other employer-paid avenue - to ensure all members have access to the time they need to protect their own health as well as the health of others, including children and elderly parents;
- Negotiate, protect and strengthen scheduling language to include rules that govern the assignment of available hours, providing advance notice of work schedules and assurances that shift cancellations without appropriate notification will not result in lower earnings;
- Encourage cross-training in workplaces such that employees are able to acquire the skills to perform multiple functions on the floor thus increasing the number of hours they may be eligible to work and the flexibility to work more available hours. The establishment of cross-training protocols must not be used to undermine negotiated job classifications or the creation of full-time work.
- Strive to ensure that workers classified as “temporary” are included in the scope of our collective agreements. Where possible, and through bargaining, our union will aim to eliminate the perceived cost advantage for employers to hire temporary staff in place of permanent staff;
- Negotiate guaranteed hours to ensure that workers have the security of knowing both the number of hours they will work and, where possible, the days they will work week-to-week;
- Negotiate fair processes for the distribution of gratuities, to ensure that these are appropriately shared among workers (and not taken by management) and that tipped workers do not suffer substandard benefits as a result of lower hourly wage rates or undocumented gratuities;
- Protect against “part-time creep” by ensuring members who consistently put in more than part-time hours are classified as full-time workers and receive the full benefits they are entitled to.

Two-Tier Wages

At the bargaining table we must continue to challenge the short-sighted logic of two-tier arrangements in order to promote equality and build solidarity among our members, both current and future. To achieve this, Unifor will:

- Continue to reject permanent two-tier wage structures;
- Bargain to eliminate two-tier wages and restore equality among members, in cases where employers have made in-roads and implemented elements of two-tier systems;
- Ensure movement within negotiated wage schedules is automatic and based upon seniority, and that members reach the full rate in a reasonable period of time, in instances where there is a wage grow-in process.

Union Representation and Union Building

At the bargaining table we must continue to foster union and membership development, including membership orientation and education. Further, we must continue to support mechanisms intended to support all working people, beyond the confines of our workplace. To achieve this, Unifor will:

- Bargain more workplace representatives, wherever possible – including stewards, health and safety reps, equity reps, women’s advocates and bargaining committee persons, among others.
- Ensure union representatives are provided sufficient paid time to conduct union business, enabling our union to develop local capacities and address workplace issues;
- Ensure all collective agreements provide for new member orientation, aimed at connecting new members with the union and its work. Where orientation programs currently exist, it is important for workplace representatives to recommit to updating these orientation sessions, as needed.
- Bargain Paid Education Leave (PEL) which provides negotiated funding for members to attend education courses, and ensure PEL courses are accessible to our members. Where possible, committees should strive to increase PEL contributions (typically done on a cents-per-hour basis) and explore other measures to support our union’s educational programming, and encourage participation.
- Ensure that Social Justice Fund (SJF) contributions which are used to support workers and communities at home and around the world for development and emergency relief (typically done on a cents-per-hour basis) are negotiated in all collective agreements, and ensure that funding levels are increased in units where members already contribute to the fund.
- Expand Canadian Community Fund (CCF) contributions which are used for community development projects in Canada (typically done on a cents-per-hour basis). The CCF was created in 2015 after negotiations with CP and CN Rail.

Equity and Human Rights

In order to meet the needs of our members and ensure a diversity of voices is heard at the bargaining table, local unions must ensure that bargaining committees and leadership reflect the demographic composition of the bargaining unit members. At the bargaining table we have the opportunity to improve employment equity, enhance protections, and build workplace cultures that are free from harassment and discrimination. Unifor will:

- Negotiate and improve anti-harassment language that creates a harassment-free workplace, provides access to joint (i.e. labour-management) investigations and allows workers redress and protection if harassment occurs. Unifor has had much success with developing and training joint anti-harassment committees across our workplaces;
- Negotiate employment equity plans in all workplaces (not only in federal workplaces where employment equity is required) to ensure equal access to good jobs for women, Aboriginal workers, workers of colour and workers with disabilities. Policies should include language that encourages employers to match the demographic composition of the workforce to that of the community as well as union access to the data;
- Negotiate a process for implementing and maintaining pay equity that includes frequent reviews for compliance (such as job description/duties and job

classification reviews). Ensure bargaining practices (such as percentage increases) do not reproduce pay inequities between women and men;

- Negotiate a process of for ongoing and meaningful dialogue around accessibility and accommodation in the workplace for workers with disabilities;
- Ensure no Unifor collective agreement contains provisions for unpaid internships, and that all incidences of unpaid work (especially targeting young workers and students) in our workplaces is challenged;
- Continue to prioritize workplace supports for people leaving violent relationships. Supports include the negotiation of Women’s Advocates, first day sickness, accident top-up coverage and other paid leave provisions for women fleeing situations of domestic violence, protection for time off the job and a non-discipline clause protecting people from unfair discipline by employers;
- Encourage bargaining committees to negotiate Paid Education Leave in all collective agreements and urge local unions to prioritize participation among members that represent the full diversity of the bargaining unit, including Aboriginal and Workers of Colour, women, workers with disabilities, young workers and LGBTQ workers.
- Negotiate maternity and parental leave “top-ups” that ensure parents do not face a reduction in income (or are made to rely solely on unemployment insurance benefits) during their time away from the job. Committees should also strive to negotiate child care subsidies within collective agreements; a temporary support for workers that must complement our union’s broader efforts to win a universal, affordable, accessible and quality child care program in Canada.

Contract Term

In order to guard against employer pressures to extend the terms of collective agreements, and to ensure our members are constantly engaged in the democratic processes of the union, Unifor will:

- Commit to a contract term standard of 3-years; such a standard is in line with current practice in Unifor and ensures our members are able to respond to new challenges and workplace changes in a timely manner. Members are more frequently engaged in the bargaining process when this standard becomes the norm, which encourages meaningful decision making.
- Ensure that, wherever existing contract terms are in excess of three years, bargaining committees will strive to shorten those terms were possible, and practicable;
- Ensure all bargaining committees and staff representatives acquire approval from the office of the President or Quebec Director when seeking a contract term of longer than 3 years. Such requests will be examined carefully, with consideration to how it will improve work standards for our members, secure significant investment, or meet other strategic bargaining objectives.

Pensions and Retirement Security

In order to guard against the further erosion of Canada’s “three-pillar” retirement security system, and specifically the decline in employer-provided pensions, Unifor will:

- Continue to support our own local unions and other unions in their defence of workplace pensions, by providing access to expert resources;
- Hold the employer responsible for their employees' retirement in the event we cannot bargain defined benefit pension plans, particularly in small workplaces. Workers in small workplaces with stable employment can also benefit from various alternative pension programs, including well-managed target benefit plans or other member-funded pension plans;
- Ensure employers pay a price for shifting the investment risks onto the employee, where we have little option but to accept a defined contribution plan. Employer contributions to a defined contribution plan should include an additional levy to cover the administration costs and investment risks that the employee must take on;
- Resist ongoing employer attempts at "two-tiering" pension plans, which inevitably hurt the next generation of workers;
- Promote pension literacy in our workplaces leading up, during and after bargaining.

Health and Safety

At the bargaining table we have the opportunity to confront our workplace health and safety challenges, get out in front of technological change before it happens, and protect workers from psychosocial hazards and other workplace stressors. Unifor will:

- End the use of safety incentive programs and discipline regimes for workers who are injured on the job ensuring that health and safety rules actually make our workplaces safer;
- Ensure the right to refuse unsafe work includes severe cases of harassment, threats of violence and the presence of violence, in addition to physically unsafe work;
- Bargain the appropriate processes to refuse excessive workloads caused by short shifting or short staffing, whether as a result of down-sizing or temporary absences, ensuring that our members are not put in the position between 'overwork' and not meeting the needs of the job;
- Build the capacity of our health and safety representatives by negotiating time and resources including more time off for representatives in small workplaces and a full-time representative in large workplace as well as time off to support prevention measures;
- Develop language that addresses broader health concerns such as stress and terminal illness caused by workplace environments. Clauses must deal with many possibilities in the unpredictable and rapidly changing world of new technologies; the definition of technological change; the establishment of committees to deal with new technologies and/or processes; notice and disclosure; and the principle of pollution prevention;
- Adopt the Psychological Health and Safety in the Workplace Standard to identify ways of reducing and eliminating the stigma of mental health in the workplace and occupational psychosocial hazards through a joint forum;

- Negotiate workplace prevention programs. Such programs should be designed with each individual workplace in mind, focused on monitoring any negative short and long term effects of workplace hazards (e.g. physical or psychosocial) on workers and, ultimately, eliminating those hazards.

***Respectfully Submitted By:
Unifor National Executive Board***