



CANADIAN LABOUR CONGRESS

Action Plans

For the consideration of Delegates to
the 30th Constitutional Convention

Contents

| | |
|---|----|
| Affordability Action Plan | 2 |
| Indigenous Action Plan | 7 |
| Climate Crisis Action Plan | 13 |
| Care Economy Action Plan | 19 |
| Building Up Action Plan | 24 |
| Organizing Action Plan | 30 |

Affordability Action Plan

Introduction

Higher inflation further squeezed working-class families in 2021 and 2022. Housing unaffordability had already been a crisis for many, and expensive and inaccessible child-care had also been a longstanding burden. Now, energy and food prices have shot up as well. Meanwhile, average wages continue to lag behind inflation, forcing down purchasing power and living standards. Provincial wage control legislation held wages down in the public sector, while the loss of COLA clauses and guaranteed pension indexation caused others to fall behind. Finally, sharply higher interest rates increased the cost of servicing mortgage and consumer debt.

Governments and opinion leaders have blamed the current inflation on workers, who are the primary victims, not the culprit. Corporate profit margins have reached historic highs, and price gouging (alongside supply shortages and disruption) has been a major source of inflationary pressures.

Rather than taking steps to tackle the true causes of inflation, the Bank of Canada has turned to a decades-old monetary textbook response, which holds little relevance to today's situation. By stubbornly and aggressively moving ahead with interest rate hikes, the Bank of Canada is risking an unnecessary recession that will directly impact the wellbeing of workers for years to come. It is certain that this "cure" will be worse than the disease. Precarious workers, in particular women, Indigenous peoples, racialized, and recent immigrant workers will be the hardest hit.

Instead of relying on old school monetary policy, policy makers should look to a range of multi-dimensional approaches to the inflation crisis. The CLC will continue to push back on approaches to fighting inflation that hurt workers and working-class people. We need public policies that ease cost-of-living pressures on working families, and measures that restrict the ability of powerful corporations and investors to enrich themselves at the expense of consumers and working people.

Together with affiliates and allies, the CLC will press for:

1. Housing reform that tackles the housing affordability crisis.

The rising cost of homes and rents is taking a toll on workers whose wages are not keeping up. Workers' homes are often their biggest asset, but the balance has shifted away from houses and apartments being seen primarily as a place to live, and instead being increasingly seen as an investment for wealthy buyers. This growing financialization, or commodification, of all aspects of our daily lives, especially our homes, means that the motives of financial markets, actors and institutions are taking precedent over the needs of regular people. Unrestricted greed in housing markets means that, for the first time in Canadian history, young workers en-masse are questioning whether they will ever be able to afford a home. The CLC will continue to call governments to take action to reverse housing precarity by:

- Making large-scale investments in the construction of affordable public housing, including non-market public housing, social housing and co-ops for all, but particularly for marginalized groups;
- implementing rent control policies and stronger renter protections to prevent landlords from undertaking “renovictions”;
- increasing funding and investments for affordable energy and to retrofit existing homes for energy efficiency and conservation; and
- ending the financialization of housing and recognizing that the primary purpose of a home is to provide a place to live. This includes implementing measures designed to curb property speculation and to reform property taxes to target speculators.

2. Expanding Quality Public Services and the Local Supply of Vital Goods and Services.

The public sector provides vital services and infrastructure to individuals and communities, and also stimulates growth, creates good jobs, supports union density and plays a critical role in fighting inequality. Our public sector is under attack by both traditional forms of privatization and new ways of financializing, commodifying, and turning a profit from our public services and infrastructure. The CLC will continue to advocate to:

- expand quality, accessible public services, including health care, public transit, dental care and pharmacare;
- reverse privatization and bring outsourced work back to the public sector;

- expand postal services and low-cost financial services;
- systematically expand the supply of critical goods and services through public ownership, green industrial strategy, and local manufacturing; and
- implement a roadmap for, and investments in, the care economy and workforce.

3. Fair Taxation and Reining in Corporate Power.

In 2022, corporate profits reached an historic and dangerously high share of GDP. These excess profits, or super profits, including windfall gains in resource industries must be fairly taxed. Doing so is vital to easing affordability pressures and achieving our climate goals. Instead, almost half of the inflation Canadians experienced in 2021 and 2022 ended up flowing to corporate profits; a much lower share ended up in workers' pockets in the form of higher wages.

The CLC will continue to call for a comprehensive review of corporate taxation to make sure companies pay their fair share. We will push for measures to increase tax revenue and make the personal and corporate income tax system fairer, including:

- reversing cuts to income tax rates and closing tax loopholes that primarily benefit large corporations and the wealthy;
- lowering the cap on stock options for CEOs and top executives;
- implementing a wealth tax;
- implementing an excess profits tax;
- increasing the capital gains inclusion rate;
- increasing disclosure requirements; and
- increasing funding to CRA to go after tax havens, profit shifting, and tax cheats.

4. Getting Wages Growing Again.

Canada continues to rely heavily on a low-wage economy compared to other OECD countries. Wages for workers in Canada continue to lag behind inflation. With the current high inflationary process, low wage earners are even more stretched to make ends meet. The CLC will continue to fight against low wages.

In recent years, unions and allies have successfully raised minimum wages and indexed them against cost-of-living increases. This has been invaluable for reducing inequality and helping wages for low-paid workers to rise. This work will continue.

The CLC, with affiliates and allies, will continue to fight wage suppression measures introduced by governments, including the use of the notwithstanding clause to bypass democratic processes that is a diabolical attack on workers' rights.

Still, one of the most effective ways to grow wages is to strengthen access to unions, to collective bargaining and to the right to strike.

The CLC will continue to fight to win labour law reforms to strengthen access to collective bargaining and the bargaining power of workers. This includes calling for one-step/card-check certification, procedural changes to make it easier to organize, straightforward access to first-contract arbitration, robust anti-scab legislation, and automatic certification.

As industries shift to smaller and more dispersed workplaces, broader-based and sectoral certification and bargaining is called for. The CLC will work with affiliates and allies to achieve the greatest possible labour-movement consensus and support for sectoral standard-setting or broader-based bargaining.

Ensuring support for project labour agreements and community benefit agreements on government-funded infrastructure and large-scale construction projects is key to ensuring living wages in new projects.

For both EI and provincial social assistance programs, draconian cuts and barriers to access imposed in the 1990s continue to punish and fail to serve working people and low-income individuals. EI must be restored to its original role as an automatic economic stabilizer and a lifeline for workers unable to find work is essential.

Employers continue to advance their efforts to restructure work and employment relationships to reduce costs and transfer risks onto workers. Precarious work is expanding, be it through temporary employees (e.g. term, contract, seasonal and casual workers), the unincorporated self-employed without paid help ("gig-work") involuntary part-time employees, or multiple job holders, where their main job pays less than a median wage.

The CLC will move forward under the principle that every worker deserves protection under universal labour standards that set clear benchmarks for what constitutes decent work in a wealthy country like Canada.

The CLC will fight to win employment standards improvements like concerted action protections that will prevent employers from firing, disciplining, or threatening workers who are organizing around work-related issues in their workplaces. We will fight for the presumption of the employment relationship, so that all workers are considered employees and the onus is on the employer to prove otherwise. We will call for

increased government resources dedicated to enforcing violations, including cracking-down on employee misclassification and prohibiting contract-flipping.

The recovery from the pandemic showed how important it is to defend full employment against employers and powerful interests opposed to tight labour markets. Unions that had demanded a dual mandate for the Bank of Canada and entrenching the goal of full employment in the central bank's mandate were proven correct, when the Bank hiked interest rates to intentionally slow investment and drive up unemployment in the hopes of slowing inflation.

The CLC will develop and advance an inclusive legislative and collective bargaining agenda of strengthening workers' rights and protections in respect of workplace technological change, digitalization, automation and Artificial Intelligence.

We will continue our advocacy to reform the low-wage streams of the Temporary Foreign Worker Program (TFWP). The share of migrant workers earnings in agriculture was smaller than their employment shares due to the lack of government oversight and enforcement of the TFWP.

Equipping workers with skills and education will increase the resiliency of the workforce as Artificial Intelligence and advanced technology bring changes to the world of work. Resiliency means that workers can transition to new digitalized jobs with equal or greater income, safety protections, union protections, and benefits.

The CLC will advocate for inclusive and equitable jobs and opportunities for under-represented groups including women, Indigenous peoples, racialized people and other equity-deserving groups. Unions, through Union Training Centres and other tools, have extensive experience in negotiating equity targets into collective agreements and other agreements. We must leave no one behind.

Workers' preparedness and well-being in the AI and advanced technology future will ensure economic stability and the potential for growth. Micro-credentialing and short duration continuing education opportunities are inadequate to fully equip workers for these challenges. Skilling, re-skilling, and new skilling will be one of the necessary pillars to quality jobs in a digitalized future. The CLC will advocate for unions to be at the table in social dialogue with government and employers to negotiate wages, work, training and opportunities in the digitalized world of work.

Indigenous Action Plan

First Nations, Inuit and Métis (FNIM) peoples in Canada have been subject to egregious human rights violations as part of Canada's colonial history, and to this day, continue to live with its legacy in the form of deep inequities, violence and systemic racism.

All too often, we hear about colonization's impacts on Indigenous peoples as shameful but distant parts of Canada's history—things that happened in the past and have no bearing on the present. This is far from the truth. Systemic, state, and interpersonal violence and discrimination against Indigenous peoples in Canada are ongoing and have deep roots. These impacts are the results of a system that was deliberately created to “kill the Indian in the child.” Structures included residential schools, the *Indian Act*, forced relocation and land dispossession of Indigenous peoples, and the Sixties Scoop. It is a system that has resulted in disproportionately high rates of violence against Indigenous women, girls and two-spirit peoples, persistent drinking water advisories on reserves, the over-representation of Indigenous children in the child welfare system, and the same over-representation of Indigenous adults in the Canadian judicial system.

Following the horrific discovery of the remains of so many Indigenous children in mass and unmarked burial sites at former residential schools—discoveries that continue to this day—there has been a shift in the public conversation around Indigenous rights. A [poll](#) taken in June of 2021, after the discovery of the graves of 215 children at the Kamloops Residential School, showed an increase in public awareness about Indigenous justice issues, with 62% of participants stating they knew more about the residential school system than they did before the discovery of the unmarked burial site.

Of those polled, 63% agreed that the Kamloops discovery changed their view of residential schools. Not only did Canadians indicate that they knew more, but there seemed to be more political will: 77% agreed that there should be a national day of remembrance for residential school victims, including missing Indigenous children. It is this momentum on which we desperately need to build and expand.

Discrimination, racism and even hate directed at Indigenous peoples has been allowed to flourish in Canada for centuries, largely because there has never been a political price to pay for governments and citizens who engage in these behaviours. This is why it is important to keep the conversation going and increase public engagement when it comes to seeking justice for these atrocities. It is why Indigenous people need settler allies now more than ever.

In addition, it is imperative that the labour movement continues to apply pressure to government and employers—through individual and collective action—to make substantive changes when it comes to Indigenous rights and justice in our workplaces, our unions, across the labour movement and this country as a whole.

Canada’s unions also have an important role to play in ensuring that when we advocate for high quality jobs in existing and emerging sectors, whether that is through investments to meet our climate imperative, or in the care economy and beyond, that we demand those investments ensure pathways into good jobs for Indigenous workers.

A reaffirmed commitment to reconciliation also includes building and upholding a respectful relationship with Indigenous people within our workplaces, communities and unions, and taking concrete action to advance justice for Métis, Inuit and First Nations workers within Labour and broader society.

Canada’s unions are proud of our role at the forefront of human rights issues. As we re-commit to this work on justice and human rights, it is imperative that collectively, we keep up the fight for the rights and needs of Indigenous workers. Indigenous workers want and deserve the same things as all workers: safe work, decent wages, and to be treated with dignity and fairness in the workplace.

Dignity and fairness begin with “awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour.” These are the principles of reconciliation as stated in the Truth and Reconciliation Commission (TRC) of Canada’s 2015 Final Report.

Reconciliation cannot wait and it is our individual and collective responsibility to work urgently toward justice and reconciliation with Inuit, Métis and First Nations peoples. This is an ongoing process and can only be achieved through continuous reflection and action.

Canada’s unions recognize that Labour has a specific role to play when it comes to reconciliation and justice. This includes promoting, prioritizing and advancing equity, anti-racism and non-discrimination within and outside of our organizations, with the recognition that Indigenous women, people with disabilities or 2SLGBTQI people are likely to face higher rates of discrimination; increasing awareness and education around Canada’s history and legacy of colonization; and actively combatting anti-Indigeneity.

It also means working in partnership and solidarity with Indigenous workers, organizations, and various levels of government to advocate for and support legislation that promotes the socioeconomic advancement of Indigenous peoples, makes actionable reconciliation and justice, and builds respectful nation-to-nation relationships while upholding the constitutional difference and right to self-determination of Indigenous peoples.

Additionally, labour's greatest advantage has always been its ability to communicate and connect with its members. We need to use this advantage to support them in their efforts to engage their families, friends and co-workers in various acts of reconciliation.

The following Action Plan is centered on the TRC's 94 Calls to Action, the Missing and Murdered Indigenous Women and Girls (MMIWG2S) National Inquiry's 231 Calls to Justice, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Together, these three instruments uphold the rights of Indigenous peoples to maintain and protect their cultural heritage, and the responsibilities of government to integrate Indigenous rights and justice into its practices and policies. Thus, Labour's commitment to ensuring the full implementation of all three is a critical part of our movement's contributions and responsibilities to the ongoing work of reconciliation.

In order to advance Indigenous rights and justice both within and outside Labour, the CLC—together with affiliates and allies—will:

Action 1: Build capacity through education and engagement, and initiate organizational change toward long-term, structural change within Labour—per the Final Report of the National Inquiry into MMIWG2S Calls for Justice #15.2, 15.5, 15.6, and 15.7—by:

- Developing and disseminating education tools and resources to increase knowledge of Indigenous rights and justice and anti-Indigeneity;
- Re-examining the CLC's policies, practices and procedures applying an equity and de-colonial lens, and establish new culturally-appropriate policies, practices and procedures to eliminate any disadvantages or inequities experienced by Indigenous workers and to advance reconciliation;
- Initiating and facilitating education and learning opportunities for union leadership and staff regarding Indigenous rights and justice;
- Facilitating the sharing of information, educational materials and campaigns among affiliates; and

- Creating a repository where all affiliates can share and access information regarding which TRC Calls they have worked on, to provide a clearer picture of action being taken across the labour movement to advance reconciliation.

Action 2: Address the barriers preventing Indigenous peoples from full, fair and equitable participation in the labour force—per the Final Report of the National Inquiry into MMIWG Call for Justice #1.1; and the TRC Call to Action #7 by:

- Identifying, supporting, promoting and implementing proactive processes that support a representational workforce, which shall include, but not be limited to:
 - Employment opportunities, education and training for Indigenous workers;
 - Proactive initiatives designed to ensure Indigenous people have access to all occupations, including employment equity and bargaining language in collective agreements that support and promote Indigenous rights and justice; and
 - Removal of barriers to participation in the workforce, such as cultural differences, unrealistic education and literacy requirements, racism and stereotypes, poverty and housing issues, to name a few.

Action 3: Build partnerships and coalitions to advance Indigenous rights and justice by:

- Continuing to develop and maintain public relationships with Indigenous organizations and leaders across the country;
- Amplifying and supporting the work of coalition partners and groups doing work on advancing Indigenous rights and justice; and
- Continuing to work with Indigenous organizations and Indigenous leadership within the labour movement in shaping Labour’s response to the Calls to Action issued by the TRC, the Calls to Justice issued by the National Inquiry into MMIWG2S, as well as the 62 Calls for Change issued by Les Femmes Michif Otipemisiwak and the National Action Plan on Missing and Murdered Unuit Women, Girls and 2SLGBTQQIA+ People issued by Pauktuutit Inuit Women of Canada.

Action 4: Advance and support policy and legislation on reconciliation, Indigenous rights and justice by:

- Publicly supporting and standing in solidarity with Indigenous community partners on policy issues related to Indigenous rights and justice, and prioritizing key actions, legislation and policies related to Indigenous rights and justice at multiple levels of government, including:
 - Organizing a second Indigenous Lobby Day;
 - Lobbying the federal government to end all short and long-term boil water advisories in First Nations communities and improve on-reserve infrastructure and reliable access to clean drinking water;
 - Pressuring government to institute a massive public education program where it admits to previous discriminatory acts and urges all Canadians to take part in the reconciliation process;
 - Lobbying the federal government to complete all of the TRC Calls to Action and the Calls to Justice from the National Inquiry into MMIWG;
 - Lobbying the federal government to fully adopt the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), implement it as a framework for reconciliation, and develop a national action plan, strategies, and other concrete measures to achieve the goals of the UNDRIP—**per the TRC Calls to Action #43, 44, and 45;**
 - Lobbying the federal government to fully implement Jordan’s Principle—**per the TRC Call to Action #3;**
 - Lobbying the federal government to recognize environmental racism and its disproportionate impact on Indigenous communities, and calling on the federal government to provide redress for people in communities impacted by environmental racism—**per UNDRIP Article 29;**
 - Pressing the federal government to designate May 27th as a National Day of Mourning in memory of the 215 children found at the Kamloops Residential School, and to continue to search all residential school burial sites in Canada—**per the Emergency Resolution 02, passed at the CLC’s 29th Constitutional Convention of 2021;**

- Call upon the federal, provincial, territorial and municipal governments to provide education to public servants on the history of Indigenous peoples and truth and reconciliation—**per the TRC Call to Action #57**;
- Lobbying the federal government to review the *Indian Act* after thorough consultation with Indigenous peoples, and amend or update it as needed, while also preserving the rights of Indigenous peoples—**per UNDRIP Articles 3 and 4**; and
- Lobbying government to actively pursue reconciliation by giving Indigenous peoples a seat at the table of policy and governance in Canada—**per UNDRIP Article 23**.

Climate Crisis Action Plan

Introduction

Today, Climate change is changing our world and changing work. Workers are already seeing the impacts, and the pace of change will only increase. Government is setting targets for emissions to limit climate change, and employers are adapting and making investments in new industries and technologies to protect their investors and their corporate futures. Governments are beginning to understand the magnitude of investments in built and social infrastructure to that will be required to limit the impacts of climate change. Canada's major trading partners are positioning themselves to lead in a sustainable economy. Biden's Inflation Reduction Act, and the EU's Green Deal Industrial Plan make it clear that Canada must act now to build existing and new green industrial sectors or risk being left behind.

Workers cannot be an afterthought.

Without workers fighting and negotiating on their own behalf, economic change will happen to us, and change will benefit employers and the wealthy. With workers at the table, negotiating and participating in decision-making about diversification of our economy, change can create good jobs, greater equity, and a bright future for workers and our planet.

Done right, tackling the climate crisis will mean protecting quality of life and work for workers in high-emitting sectors. It will mean new opportunities for good, unionized jobs in low-emitting and net-zero industries and work. It will mean limiting climate change to 1.5 degrees; It will mean investments in public services and other low-emission work. It will mean investments in public infrastructure and creating good jobs. It will mean acknowledging the disproportionate impact of climate change on indigenous, racialized, low-income and rural people and supporting them in strengthening their communities and creating opportunities. It will mean acknowledging Canada's impacts on the global south. And, it will mean a future of good work for generations to come.

Together with affiliates and allies, the Canadian Labour Congress (CLC) will press for:

Federal investments that create good, sustainable, family and community-supporting union jobs across Canada as we transition to a net-zero economy

The government of Canada will need to make generational investments over coming decades in climate mitigation and adaptation as well as supporting emerging low- and zero-emitting industries.

These investments must be ambitious and support the fight to limit climate change to 1.5 degrees or less in order to protect the future of our planet.

These investments will give the government a powerful tool to shape the quality of jobs that these investments will support. The CLC will lobby for government to attach labour strings to every sustainable support and investment that will ensure that workers in these new jobs have the protections and benefits of a union, to ensure these jobs are as good or better than today's high emitting jobs, and to ensure workers have a voice in their future. This is an opportunity to have greater union density, and for low-carbon and net-zero jobs to be good jobs that support families and communities across Canada.

The scale of investment required to address the impacts of climate change, as well as the magnitude of industrial change will create massive opportunities for historically excluded groups of workers. These investments must ensure women, racialized workers, Indigenous People and other equity seeking and underrepresented people have the training and pathways into these good, unionized jobs created by investments in low-emitting and net-zero sectors.

As we push for these new good jobs, workers need to know they will not be left behind. They need to know how they get from where they are today, to where they can be in the future. As we demand investments to create new jobs, we will lobby for the pathways for workers to make transitions. This means the skills and training investments delivered through accredited, not-for-profit organizations like union training centres where they exist, skills matching, and needed consultation with workers and their unions to ensure they receive training that fully prepares them for the next good, union job.

Canada must develop sector-specific industrial strategies for energy, mining, manufacturing, and beyond, with workers at the table every step of the way. This includes reviewing our procurement and trade policies to level the playing field for Canadian-made construction materials, which have a price on carbon built into their manufacturing.

Investments in modernizing Canada's electrical grid to meet the needs of an increasingly electrified economy, retrofitting our building infrastructure, including industrial, commercial and multi-residential buildings, and building a modern, efficient transit and inter-city rail system will deliver climate protections and good jobs, all while providing an affordability benefit to Canadians. The CLC will lobby for these investments.

We must dramatically reduce emissions in every sector, in every workplace if Canada is to do our part to meet the 1.5 degree limit on the warming of the planet. Workers have solutions and must be included in this process. The CLC will advocate for sector and workplace emissions-reduction committees with a mandate for worker representatives at the table with employers crafting these plans.

In addition to industrial decarbonization, we recognize that Canada's care, education, social services, transit, and public service sectors are both low-emitting jobs themselves and are essential in decarbonizing our economy. Investments to create good, unionized jobs in these sectors diversify our economy and must be recognized building our low-emitting and net-zero economy. Workers in these sectors support communities experiencing changes from climate, whether that means supporting people as they experience negative health impacts from climate change, educating Canadians about the impacts of climate and the benefits of a low-carbon and net-zero economy, and are essential to maintaining social cohesion as our economies and communities change and adapt as a result of climate change.

Robust National Just Transition Legislation

Government has repeatedly promised Just Transition Legislation, which they are now calling Sustainable Jobs legislation. The CLC will lobby to ensure that whatever the name, the legislation meets the standards of a Just Transition, and adheres to the International Labour Organization's Guidelines on Just Transition. Central to this are the principles that a transition must support good jobs with social protections, that workers have a right to be part of decision-making about their future, and that social dialogue is an essential pillar of a Just Transition.

This means the CLC will lobby hard for full labour participation at the various bodies established by Just Transition or Sustainable Jobs legislation, and that the principle of social dialogue and tripartism is baked into every aspect of the legislation that impacts work.

Full labour engagement in tripartite just transition bodies, advisory tables and other relevant bodies

Too often we have seen governments consult with industry about supports for emerging technologies or sectors, and workers are consulted as an afterthought, or not consulted at all. Workers are essential to decision-making about the world of work, and ensuring that when investments create jobs, they create good, union jobs.

Transitions on the path to a net-zero economy represent one of the largest series of changes to the world of work in recent memory. Workers must be part of these decisions. We cannot accept being relegated to a second tier of consultation or planning. This is why the CLC has pushed—and will continue to push—for government to make it a priority to for workers to be part of tripartite just transition bodies, tables or other bodies that are relevant to just transition, and that these bodies are not limited to advisory or consultative roles but are involved decision-making and negotiation related to transitions.

In 2023, Canada released an interim Sustainable Jobs Plan whose stated purpose is establish a framework for job creation on the path to net-zero. Included in that plan are the Regional Economic and Resource Tables, and a Sustainable Jobs Partnership Council.

These are just some of the bodies being established to address transition.

The CLC will work with affiliates to lobby for full labour inclusion and participation in these bodies, and that these bodies remain important in transition planning and execution. We will work to ensure coordination across regions and sectors, and that there is information sharing between affiliates and across regions to ensure worker participation at various tables is effective.

We also recognize that these will not be limited to bodies set out in the Sustainable Jobs Plan and that tables and bodies may emerge regionally or sectorally to address particular issues related to transition. Where these bodies are addressing questions related to the world of work, the CLC will lobby for full labour participation. We will also work with affiliates to facilitate information sharing related to workplace just transition bodies or committees which are based on the principles of social dialogue.

We believe strongly in the principle of tripartism and social dialogue as it relates to these bodies, tables, or councils, and that these bodies should be focussed on

- Creating good jobs;
- Build union density in new or changing workplaces;
- Creating opportunities for historically marginalized people; and
- Meeting climate targets.

Call for investments in climate adaptation to create good union jobs, and good opportunities for all

While much of the focus of government investment thus far has been on emerging sectors and mitigation, we know that investments are also required in adaptation. This means investing in the things that will protect us from the impacts of climate change, including physical infrastructure like flood defences, building communication infrastructure and systems, investing in education, healthcare and social services or other government policies and programs that support people and communities adapt to climate impacts.

The need for investment will be unprecedented, and the CLC will work to ensure that these investments support high-quality union jobs.

Working within the framework of Canada's National Adaptation Strategy, whose stated goals are to build resilient roads, bridges, sewers and other infrastructure; healthier communities; enhanced biodiversity and nature conservation; and a more climate resilient economy and workers, we will lobby for a worker and quality of work lens to be applied to all these elements. This will mean ensuring labour standards and job quality strings are attached to the investments that support these pillars. Our goal will be that the public investments that support these objectives require the work to be done by workers who have the benefits and protection of a union, high-quality training, good pay, good benefits, and leads them to a career of good work.

We know that many of these investments in adaptation will involve significant supply chains. We will call for procurement that recognizes both the carbon impacts of this supply chain as well as quality of work. This means that building low-carbon materials, fuels, and processes should be incentivized. For example, a requirement to quantify the carbon impacts of the supply chain will ensure that Canadian suppliers and Canadian workers benefit from our domestic low-carbon advantages. We recognize that Canada can create a virtuous circle by incentivizing decarbonization of operations and materials, and then creating mandates for low-carbon supply chains supplied by those same firms.

For generations low-income and marginalized people have felt the greatest impacts of climate. During increasingly hot summers, low-income people are the least likely to have adequate cooling and suffer as consequence. Recovering from the loss of a home or property from fires, floods or other climate related extreme weather will be hardest for low-income people with the least savings, the fewest financial resources, and the greatest need to keep working. Home heating costs will have the greatest impact remote northern communities and people who have the least financial capacity to insulate their homes, install more efficient heaters, and have the least access to efficiency programs. And the negative climate impacts on fish and wildlife will mean the most harms to hunting and fishing for sustenance and as part of traditional lifestyles for rural and low-income people. All this means that Canada's investments in climate adaptation must acknowledge that the harms from climate change are not felt equally by Canadian society, and that low-income, rural, northern and marginalized people will need the greatest levels of support in their communities.

Lead globally with trade unionists on jobs, equity and climate

Climate change is a global issue. The CLC believes firmly that Canada must take a global leadership role in creating good, unionized jobs as we transition to net-zero economy, even as we know that the greatest negative impacts of climate change will be felt in the global south. A future with good quality, low-carbon jobs is good for workers across the globe.

The transnational impacts of climate change mean we must fight for ambitious climate targets, and we must work in solidarity with workers across the world. It also means we must hold our government and international bodies accountable for the impacts of climate change on workers, indigenous people, and equity-seeking people throughout Canada and globally. We recognize that Canada, like many others in the global north, have a responsibility to recognize their outsized role in climate change, and our impacts on people across the global south, in particular indigenous people, and that Canada, like other developed countries and countries in the global north must address the loss and damages from past inaction to address climate change.

We will continue to work on behalf of Canadian workers and in solidarity with workers and unions from around the world to bring worker voices to international decision-making bodies with the goal of having worker priorities like quality of work, health and safety, social dialogue and social protections, respect for labour rights, indigenous rights and human rights are core elements of international climate agreements.

Care Economy Action Plan

We all need care at some point in our lives, and the right to care is justly understood as a universal human right. Our jobs, our families and our economy depend on having our care needs met. We know how crucial these services and caregivers are; from supporting our seniors and our children, ensuring people living with disabilities can live dignified lives, and more.

Care work includes health care and mental health, early childhood education and child care, care for the elderly and people with disabilities, domestic work, and other vital social and health care services that support our families and communities. In Canada, an estimated 3 million workers are employed in paid care work occupations, amounting to nearly 1 in 5 workers.

Yet caring work is typically unseen and undervalued because of the unequal power relations that structure who gets access to care, who performs caring work, and the conditions under which this work is undertaken. For too long, political leaders and Canadian society have taken both paid and unpaid care work for granted. As a result, much of this work—largely performed by women—remains precarious and undervalued, while those who perform it are perennially at risk of violence and harassment.

The quality, availability and accessibility of care work and care services are central to the struggle for decent work. Without a vision and movement for inclusive, equitable, and high-quality care, the growing demand for caring labour threatens to reinforce the gender, race and class inequities that shape both care provision and access to care.

The overrepresentation of women and often over-qualified newcomers, immigrants and racialized workers in lower-paid, lower-quality care jobs, as well as the systematic disadvantage, discrimination and exclusion faced by Indigenous people, low-income families, those from 2SLGBTQI+ communities, and individuals with disabilities are persistent features of Canada's care economy.

This longstanding, unfair and unsustainable situation is likely to be further aggravated by an ageing population and a looming climate emergency in the years ahead, plummeting us all toward a global care crisis.

Canada needs a forward-thinking, integrated care strategy, guided by the International Labour Organization's framework, which recommends approaches and policy measures that: **recognize** that care is essential and that access to care is a human right; **reduce** the unfair and unequal burden of unpaid care responsibilities borne by women and families and **redistribute** the responsibility for providing care more equitably by ensuring that quality, public care services are available for everyone; **reward** care work appropriately by improving wages and working conditions for workers in all care sectors; and ensure care workers' **representation** in the decisions that impact them, including by promoting the right to organize and bargain collectively.

A comprehensive and integrated approach to care is needed to support care workers and strengthen Canada's care economy across all sectors. In addition, Canada's unions must continue to build on and amplify initiatives to address pressing workforce, access and affordability crises in specific sectors, including health care and child care.

Canada's unions see a vision for our country where everyone has a right to the care they need, and the people who provide care are visible, valued and supported.

Together with affiliates and allies, the CLC will:

- 1) Advocate for a comprehensive and integrated care strategy that will include:
 - a) Legislation that declares and enshrines the universal right of every person to the care they need to live full and dignified lives.
 - b) The establishment of an inclusive and accountable Care Economy Commission tasked with planning, coordinating, and overseeing the necessary investments, policy changes and regulatory reforms needed to systematically strengthen care work and care services in Canada. The Commission should:
 - i) Create a broader and inclusive labour market strategy to achieve high-quality, equitable care jobs across all care sectors;
 - ii) Examine paid and unpaid care work and develop a roadmap to meet the increasing demands for care; and
 - iii) Reduce and redistribute women's unpaid care work, including by improving access to public care services for children, the elderly and people living with disabilities.

- c) Resisting austerity, privatization and market-based approaches to delivering care services, and promoting public management and public and not-for-profit delivery.

2) Campaign to raise awareness about the importance of care work and care workers to the Canadian economy, to promote health and well-being, and to promote equity and inclusion.

3) Vigorously lobby federal, provincial and territorial governments to address the health care workforce and access crises by:

- a) Improving and expanding the public healthcare system with an increase in the Canada Health Transfer (CHT) with “strings attached”, including implementing publicly funded, publicly delivered dental care, mental health care, long-term care and universal pharmacare;
- b) Demanding more accountability and transparency of how the federal CHT and bilateral health agreements between the federal government and the provinces and territories are used for public health care delivery and to address the health worker shortage;
- c) Prioritizing and further accelerating the foreign credential recognition for internationally educated healthcare professionals (IEHPs) in Canada.
- d) Accelerating processing of permanent residency for immigrant care workers, in particular for IEHPs, migrant caregivers and other health care workers.
- e) Develop and implement a robust public home care system in Canada.

4) Continue the labour movement’s longstanding child care advocacy by:

- a) Supporting federal child care legislation that will strengthen, protect and expand an affordable, accessible, high-quality and inclusive Canada-wide child care system while recognizing the right to care of every child, and respecting First Nations, Métis and Inuit rights and jurisdiction based on commitments to fulfilling the distinctions-based obligations detailed in the Indigenous Early Learning and Child Care Framework.

- b) Calling on federal, provincial and territorial governments to ensure that future bilateral child care funding agreements with provinces and territories properly advance the principles and declarations set out in the legislation, and work with the provincial and territorial governments to create more not-for-profit and public child care spaces to meet growing demands and address the child care workforce crisis by establishing salary grids that ensure decent, competitive wages and benefits, and incentivizes further education and professional development.
- c) Demand that governments address difficult working conditions such as long hours and unpaid overtime, excessive workloads, and the requirement to handle complex learning and care needs of children without sufficient support.

5) Work to address the crisis in long-term care by:

- a) Pressing the federal government to bring long-term care fully into the public system, regulated under the *Canada Health Act*.
- b) Implement a long-term care labour force strategy to address the multiple labour force related problems in the sector including, but not limited to, the problems of inadequate compensation, staff shortages, over-reliance on part-time staffing, management failures, training, and low rates of unionization.
- c) Demand the federal government act on its promise to table a *Safe Long-Term Care Act* with enforceable national long-term care standards to ensure that seniors are guaranteed the care they deserve, no matter where they live.
- d) Demand that the federal government, with the provinces and territories, raise the wages and benefits, provide a pension plan and improve the working conditions for all long-term care workers including:
 - personal support workers;
 - nurses; and
 - care aides in nursing homes, long-term care homes and home care.

6) Advocate for improved access to mental health care by supporting efforts to establish a *Canada Universal Mental Health and Substance Use Health Act* with enforceable national standards and the creation of a transfer, which would allocate permanent, ongoing federal funding for public mental health services.

7) Support efforts to organize and improve wages and working conditions for workers in all care sectors, regardless of their employment status or immigration status, especially those sectors with high numbers of low-wage, unorganized workers, including the voluntary and not-for-profit sectors.

8) Support the Canadian Centre for Caregiving Excellence (CCCE) call for a National Strategy on Caregiving that advocates for:

a) Improving the supports for caregivers to meet their needs, including mental health services.

b) Improving services for caregivers and recipients.

c) Improving employment protections and leaves of absence for caregivers.

d) Providing more financial benefits and support for caregivers

e) Recognizing that caregiving takes skill, dedication, patience and physical strength and is high-value work.

Building Up Action Plan

Building Up Canada

While we work to rebuild better following the Covid-19 pandemic, Canada is confronted with major deficits in our physical and social infrastructure. We face large-scale energy, infrastructure and construction needs associated with the transition to a low-carbon economy.

A fundamental industrial transformation is necessary to achieve the planned transition; adapting to the effects of climate change will similarly require large-scale investments in green and climate-resilient infrastructure. Rather than simply seeking to *reduce* and *restrict* carbon-intensive industries, we must massively *expand* and *grow* our green manufacturing and industrial capacity. Large-scale investments to transition to renewable transportation and energy systems will create new jobs and grow our economy.

Meeting Canada's skilled labour needs in an inclusive and equitable fashion will be a critical component renewing and adding to Canada's built environment. At the same time, restoring and strengthening Canada's social infrastructure remains vital to achieving our environmental and social targets.

Together with affiliates and allies, the CLC will press for:

1. A worker-centered agenda to renew and expand our physical infrastructure and housing stock.

Canada has an infrastructure deficit from coast to coast to coast. Investments to address that deficit are needed to position Canada for success in a sustainable and green economy, to create high quality union jobs, and to make life more affordable for Canadians struggling with the double burden of high inflation and rising interest rates.

The CLC will carry forward a worker-centered agenda to expand and leverage investment in infrastructure, transportation supply chains, and manufacturing and resource industries, while respecting the rights, and ensuring the inclusion of Indigenous peoples, women, racialized workers, persons with a disability, and youth.

Our strategy must go beyond attaching labour standards to tax incentives and other financial supports for industry. It is essential to ensure wage standards are tied to collective agreements, training and apprenticeship opportunities and that other labour standards form the basis for investment tax incentives. There must be robust good job strings on all government investments, through the tax code and beyond. Tax incentives alone are not sufficient without the right of workers to organize and form unions free from employer interference. In line with just transition principles, inclusion, full participation and negotiation are fundamental to our worker-centered agenda.

Public procurement policies have an important role to play in spurring innovation, ensuring targeted infrastructure renewal and reducing emissions to meet our climate targets. Government procurement of goods and services accounts for almost 33 percent of government expenditures. This is more than 13 percent of Canada's gross domestic product (GDP). Governments should seize this opportunity to stimulate markets by supplying construction materials with Canadian-produced materials.

Steel, aluminum, cement and wood are in nearly everything we construct, from roads and bridges, to office towers and homes, to daily household appliances. Not only are these materials a vital economic backbone for Canada, but by sourcing Canadian-made materials, we can influence and prioritize environmentally sustainable, low-carbon construction materials. This can be further amplified by developing an Industrial Decarbonization Strategy that helps to identify the carbon advantage of Canadian industries and promote Canadian products as the lowest carbon products in the world. Using public procurement dollars to prioritize lower carbon materials, fuels and processes, will not only support new markets by stimulating demand for these products, but it will also create good, union jobs in Canada.

We must reject a market-focused approach to climate adaptation and building green infrastructure that places our collective future in the hands of corporations, employers and investors. Instead the CLC will insist on a leading role for workers, unions and labour organizations in the planned transformation to carbon-free production, consumption, transportation and economic activity that is worker-driven and democratically owned and operated.

CLC's worker-centered agenda to build up Canada includes:

- A comprehensive, made-in-Canada, green industrial and manufacturing strategy aimed at revitalizing Canadian manufacturing, localizing and regionalizing industries, expanding clean energy, and creating and supporting good, union jobs, while reducing greenhouse gas emissions.
- Progressive public procurement policies to support good jobs, local investment and the inclusion of women, Indigenous peoples, racialized workers, persons with a disability and youth.

- Public procurement policies that prioritize the use of Canadian materials, like steel, aluminum, cement and timber, in construction projects.
- A national renewable energy strategy that commits Canada to achieving 100 percent sustainable energy for electricity and transportation by 2030, to largely decarbonize the economy by 2050 and that lays out a concrete path to reach these goals.
- Strengthening Canada's critical minerals' strategy to ensure it is developed and implemented in consultation with Indigenous peoples and guarantees both the creation of good jobs and the achievement of environmental goals.
- An intergovernmental working forests strategy aimed at ensuring a healthy and sustainable forest for future generations while creating good jobs today.
- The promotion and use of Canadian steel and aluminum by Canadian manufacturers.
- Increased investments in new solar, wind and geothermal energy sources.
- A repurposing of the Canada Infrastructure Bank into a public investment bank that supports public infrastructure and partners with union pension funds to support local value and job creation projects with high labour, social and environmental standards that generate reasonable returns for pension funds.
- Targeted investments in growing our green manufacturing and industrial capacity, while responsibly developing our natural resources.
- Large-scale investments in the construction of affordable public housing, including non-market public housing, social housing and co-ops for all, but particularly for marginalized groups.
- Increased funding and investments for affordable energy and to retrofit existing homes and buildings for energy efficiency and conservation.
- Investments in building and funding modern, reliable and safe public transit systems and inter-city rail networks.
- Mandatory human rights due diligence legislation and high standards in global supply chains to protect against international labour rights abuses and to provide living wages, safe working conditions and the right to organize throughout Canada's supply chains.

- A trade policy that is refocused away from liberalization and deregulation and towards shared prosperity with strong enforceable labour, environment, gender and Indigenous rights and protections.

2. Sectoral skills dialogue and planning to tackle the challenges of climate change, digitization, and demographic change.

Canada's underinvestment in skills training and workforce development is well documented. Government investments in training and active labor-market programming are woefully low. Canada also has low levels of employer investment in training and basic skills of workers. Vocational education opportunities in Canada are unequally distributed, typically flowing to workers with advanced levels of formal education but denied to workers with lower levels of formal education who are most at risk of automation and technological change, and most in need of training opportunities.

Skills shortages in many industries and succession crises are a legacy of Canada's historical under-investment in training and apprenticeships and present serious challenges to building Canada up.

Canada must invest in literacy, numeracy, skills training, vocational education and quality lifelong learning for everyone.

The transition to a green economy and industrial expansion needed to get there will also require a range of new jobs. In some cases, the skills needed will be similar to those of displaced workers. For example, the skill set of electricians, plumbers, metal workers, construction workers and most management, administration and transportation related positions can be repurposed and adapted to a green economy. Other jobs will require new specialized skills and possibly even new formal educational credentials.

Work organization and job design are too important to leave simply to employers. Workers must play a role in shaping decisions over these areas. The federal government should undertake a comprehensive exercise to identify the skills and credentials required for a green economy and work with educational institutions and unions to incorporate them in curriculums and training programs.

The CLC will press for workers' participation in workplace, sectoral and economy-wide decisions about work and production, including with regard to expanding union representation, improving workplace standards, creating decent work and an eye to expanding capacity to reduce emissions.

We must ensure that federal investments in training deliver the skills that are needed in a sustainable economy. Where they exist, training must be delivered by union training centers. These non-profit centers have a strong record of training workers to the highest standards, delivered by qualified instructors and ensure training aligns with real job opportunities. For-profit institutions will not deliver the training workers need and will weaken the effectiveness of these investments. Canada's unions will oppose the use of federal training investments by for-profit institutions.

Winning community benefit agreements, training investments and apprenticeship ratios on government-funded construction projects at federal, provincial and municipal levels are central to advancing skills development and education opportunities.

Multi-employer, multi-union project labour agreements are well recognized and established in construction. The principles of negotiated prevailing wages and other standards should be extended to other industries and occupations as a principle and a mechanism for leveraging taxpayer dollars to improve job quality and community benefits. The emerging and developing transition to sustainable jobs in a low carbon future must include strong prevailing wage and apprenticeship provisions.

In the agricultural sector, we must continue to advocate for decent work that includes prevailing wages and good work conditions. Canada's unions stand in solidarity with migrants, international students, refugees and undocumented people who are fighting hard for their rights. We will continue to actively engage and advocate for their rights and protections.

Migrant workers arriving through Canada's Temporary Foreign Worker Program (TFWP) are placed at high risk of vulnerability and susceptible to exploitation and rights violations because of the closed work permit tied to one-employer. Migrant workers are essential in providing food for us, and for ensuring the viability of Canada's food exports. Canada's unions fully support creating more opportunities for permanent residency for migrants, especially for low-wage migrants, so they can have and exercise their full human and labour rights in Canadian society.

We will continue to urge the government to be ambitious in the developing an inclusive and comprehensive regularization program for undocumented people with protections that ensures their safety.

3. A prioritization of the care economy and rebuilding the social safety net.

Canada's infrastructure deficit is evident in both our physical and social infrastructure, and that deficit is making life harder for Canadians. Our jobs, our families and our economy depend on having our care needs met, yet the care economy is in crisis. Canada's social safety net, care, and health care have been persistently undermined and underfunded by governments. The pandemic has exposed a gap in our care systems and has revealed a reality that we can no longer ignore: care work is primarily unrecognized, unpaid or underpaid, and many care services are hard to access, unaffordable, underfunded or privatized. The critical state of the care economy and health care is the result of siloing important social and economic issues and responding with stop-gap or reactionary actions, creating false divisions.

It is time for a comprehensive, focused way forward in the ecosystem of care that will futureproof Canadians economically and socially. This plan includes:

- Restoring and expanding high-quality public health care in Canada that includes addressing the health care worker shortage, taking for-profit businesses and corporations out of health care and long-term care, and implementing universal public mental health care, dental care, and pharmacare.
- Securing an accessible, adequate and equitable Employment Insurance program for unemployed and seasonally employed workers, parents and caregivers, and migrant workers. This means restoring federal government contributions to EI benefits, lowering the minimum insurable hours to gain entrance to the program, and raising the benefit rate and insurable earnings ceiling. The Employment Insurance program must also be flexible to provide support for workers living with episodic disabilities that fluctuate between periods of good and poor health such as HIV, cancer, multiple sclerosis and long-COVID.
- Closing the workplace pension coverage gap, defending and improving defined-benefit pensions, and expanding universal public pensions. Declining private-sector pension coverage and higher inflation point to a mounting crisis for millions of older Canadians; we must address the problem of low and declining access to decent pensions and falling employer contributions to workplace pension plans. Workers and pensioners must come first when companies restructure or go bankrupt; pensioners and plan members must be able to demand the full value of their pension benefits in insolvency.
- Strengthening health and safety protections for working people and deterrence for employers that endanger workers' lives and health. Urgency and enforcement are needed to protect workers as fewer are on the job in many sectors such as health care, construction, and food and accommodation. Emerging health and safety issues must also be addressed in the developing digital and technological world of work such as gig work, and app-based work.

Organizing Action Plan

Introduction

Workers want and need access to unions, a voice at work, and collective bargaining and workplace representation. Unions offer upward mobility and a pathways to a decent job with benefits, training opportunities, career prospects and a living income.

The benefits of unions go beyond the workplace and the lives of union members – our wages and benefits support local businesses and services, like dentists, optometrists and other health professionals. High union density means a higher tax base that, in turn, contributes to the growth and livability of our communities.

More than ever, the public is recognizing the benefits of unions and recent polling shows a growing positive opinion of unions, with the large majority of workers approving of labour unions.

Removing barriers to union access is crucial, as is strengthening the effectiveness of collective bargaining and union representation in the workplace, in communities and in political life broadly. Ensuring greater workers' voice and participation in the workplace is also ultimately good for innovation, productivity and sustainable business practices.

Over the next three years the CLC will prioritize:

1. Labour and employment law changes to raise workplace standards and improve access to unions and effective collective bargaining.

Despite the need and desire of workers to access unions, union density has fallen from 38 percent in the 1980s to 30 percent today. In industries like accommodation, food services, finance, real estate, professional, scientific, technical and private services, that employ 3.75 million workers, unionization rates are only around 10 percent or less.

Labour laws have been reformed or undermined, placing barriers to organizing new workers. Provincial legislation, like Alberta's Bill 32, has been designed to explicitly weaken unions.

Winning labour law reforms to strengthen access to collective bargaining and the bargaining power of workers must be a top priority of Canadian unions and our labour movement as a whole. This includes calling for one-step/card-check certification, procedural changes to make it easier to organize, straightforward access to first-contract arbitration, and robust anti-scab legislation.

Automatic certification is an important principle and an essential ingredient in a fair labour law regime, but it's not enough. For some small workplaces or dispersed occupations, broader-based certification and sectoral bargaining is called for. Broader-based and sectoral bargaining is taking root in New Zealand, the United States and other countries. The CLC will work with affiliates and allies to achieve the greatest possible labour-movement consensus and support for sectoral standard-setting and broader-based bargaining.

The CLC will advocate to end right-to-work style labour legislation and restrictions on union political advocacy. Alberta's right-to-work legislation enacted by Bill 32 is an affront to union freedoms and constitutional guarantees enjoyed by working people. It must be rescinded and right-wing governments in other jurisdictions must be prevented from adopting similar legislation.

Unions must also stay vigilant regarding efforts to restrict union political advocacy and education with members under the guise of electoral fairness. Protections for workplace organizing and activism by non-unionized workers is crucial to organizing and developing power and confidence in the workplace.

The CLC will work with allies to move forward strategic litigation in appeals concerning Charter guarantees of freedom of association, freedom of expression, and the right to strike.

Employers have continued to advance their efforts to restructure work and employment relationships to reduce costs and transfer risks onto workers. Precarious work is expanding, be it through temporary employees (e.g. term, contract, seasonal and casual workers), the unincorporated self-employed without paid help (e.g. "gig-work") involuntary part-time employees, or multiple job holders, where the main job does not pay enough to live off.

Provinces have passed, or are considering, legislation that excludes entire groups of workers from basic employment standards. For example, Ontario's Bill-88 entitles platform companies or "app-employers" to pay workers less than minimum wage.

The CLC will advocate under the principle that every worker deserves protection under universal labour standards that set clear benchmarks for what constitutes decent work in a wealthy country like Canada. The CLC will continue to demand more proactive enforcement of employment standards committed to deterring, not rewarding, unscrupulous behaviour by employers.

The CLC will fight to win employment standards improvements like concerted action protections that will prevent employers from firing, disciplining, or threatening workers who are organizing around work-related issues in their workplaces. We will fight for the presumption of the employment relationship, so that all workers are considered employees and the onus is on the employer to prove otherwise. We will call for increased government resources dedicated to enforcing violations, including cracking-down on employee misclassification and prohibiting contract-flipping.

New technologies hold the potential to increase industry productivity and global competitiveness and, if implemented correctly, could improve working conditions, lead to healthier and safe working environments and have positive impacts for both workers and their surrounding communities. Yet, if workers are not at the table shaping how technology is integrated into their work, new technologies will make work less safe, less fulfilling, and lead to the loss of good family and community supporting jobs.

The CLC will develop and advance a legislative and collective bargaining agenda of strengthening workers' rights and protections for workplace technological change. This includes:

- Rights and protections with respect to electronic monitoring, surveillance and control of work and workers in the workplace;
- Regulations to ensure equitable access and protection from discrimination and unequal, unfair, and unjust treatment;
- Workers' right to know, to negotiate, and to be consulted;
- The right to training, digital skills, and support when work is transformed or displaced;
- The right to privacy and control of personal data;
- Limits on the workday, controls over the intensification of work, and the right to disconnect from work.

2. Increasing the coordination and effectiveness of union political work.

Unions are vital to workers' full participation in democratic and political life. Unions play a significant role in getting workers active in progressive and democratic politics. Through concerted civic engagement, unions and labour organizations can compel governments to respond to the collective needs and interests of workers and our communities.

The CLC will continue to work to strengthen union participation in electoral politics. This includes:

- educating and mobilizing workers in political life beyond the workplace;
- engaging and expanding opportunities for member training and experience in political campaigning, organizing, mobilizing, lobbying and issue advocacy; and
- getting workers, especially those who may be politically marginalized, to the polls.

The CLC will continue to champion the revitalization of democratic participation and accountability by lobbying governments to implement electoral reform and introduce a proportional voting system.

3. Growing Canada's labour movement inside and out.

Strengthening the public image of unions and resisting right-wing misinformation and negative portrayals of unions is vital. Such efforts not only support organizing drives and lead to increased union coverage, but they also facilitate the inclusion and involvement of current members in union activities. These are two sides of the same coin to grow our labour movement – from the inside and out.

The CLC will continue to take full advantage of Statistics Canada survey data to demonstrate the advantages of unions in delivering workplace benefits, training opportunities, and other entitlements. We will continue to draw links between the benefits of unions to workers and the economic sustainability of local businesses and services and the livability of communities.

Advancing demands that resonate with the broader public – for instance greater scrutiny, accountability and regulation of new technologies that monitor and control workers, as well as invade the privacy of consumers and residents – can also improve the image of labour.

The CLC will work with labour councils to provide union members with the resources and tools to have conversations about the value of unions within their community groups, for example with faith groups, sports teams, parent groups, or other hobby groups.

Equally important will be organizing member-to-member engagement initiatives with the goal of promoting the value of unions and increasing the engagement of current union members.

Within the labour movement, the CLC will continue to advance anti-racist and feminist demands for equity and inclusion.

4. Growing the labour movement globally.

The challenges we face in Canada as workers and as a labour movement cannot be addressed in isolation from the trials and needs of workers across the globe. Global political and economic systems, and the power structures within them, have shaped and continue to impact workers and working-class movements.

While globalization and the creation of global value chains present many opportunities for workers, if left unchecked, policies of deregulation, privatization, and financialization will continue to diminish the power of workers, create a downward pressure on wages and working conditions, raise the costs of living, and increase the forms of unpaid work that are necessary for survival.

Workers in Canada and around the globe must work in solidarity to reverse this course and advance a global movement that raises the floor for everyone and ensures living wages, decent work and access to unions for all.

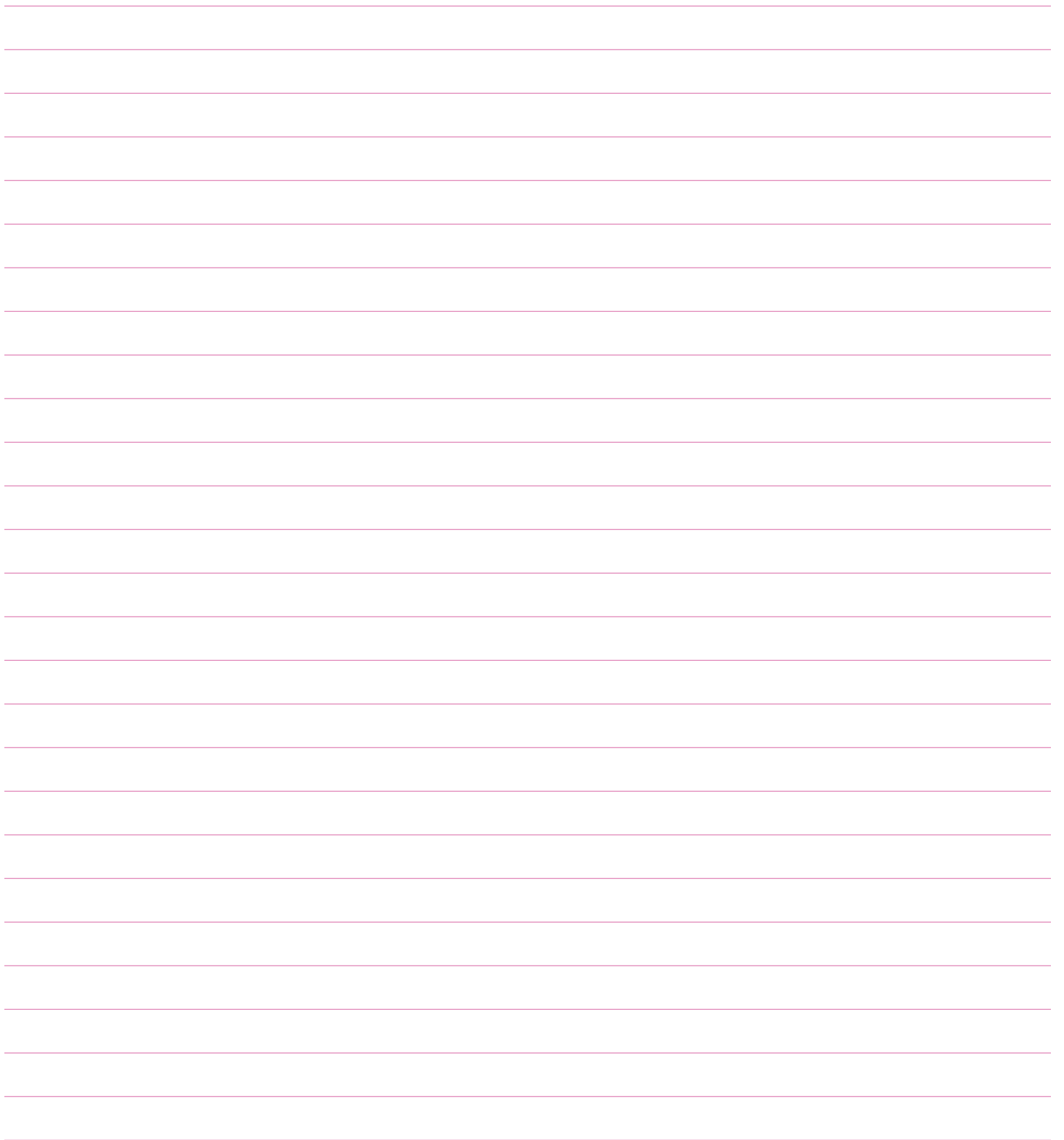
The CLC will continue to support strong global labour engagement to foster solidarity, build collaboration and exchange information and experiences on issues that cross borders and impact workers world-wide.

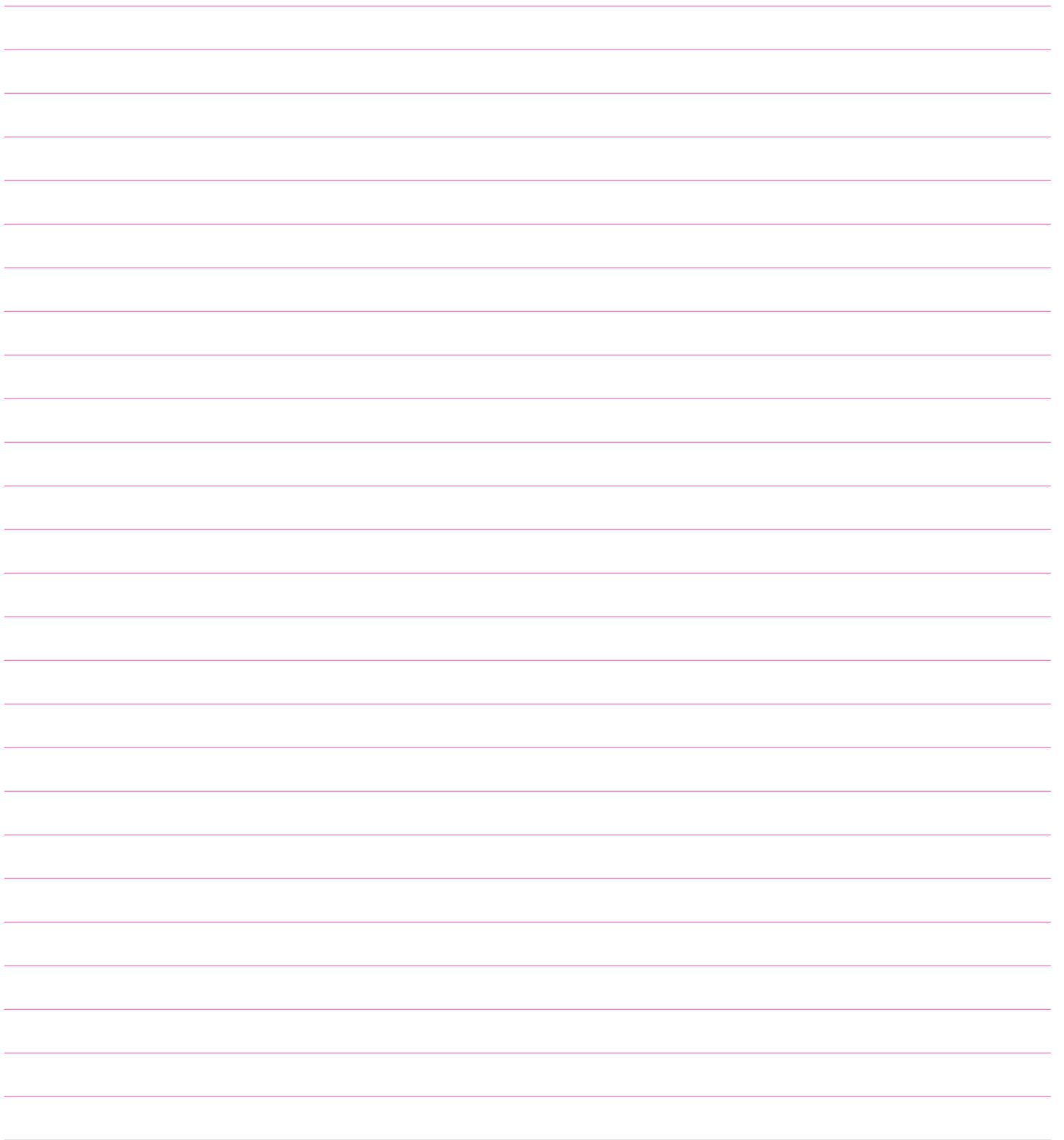
Canada's labour movement will stand in solidarity with workers around the globe and call on governments to hold corporations accountable for human and labour rights abuses in their overseas business operations and global supply chains. This includes calling on Canada to implement and enforce human rights due diligence legislation, calling for a new standard on global supply chains at the International Labour Organization (ILO), and pushing for living wages and safe working conditions in Canada's supply chains.

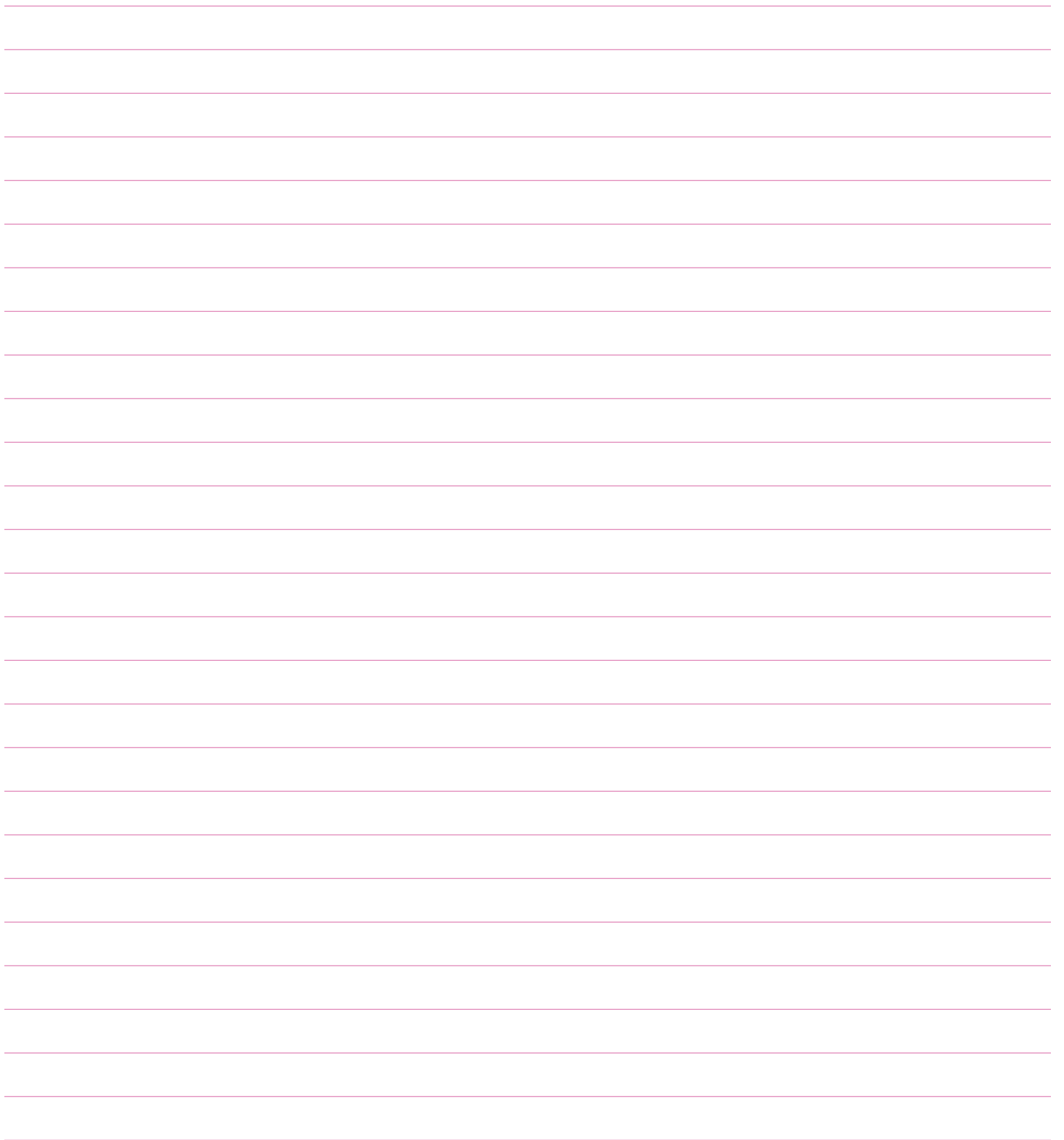
As Canada's most representative workers' organization, the CLC supports strong engagement at the ILO to contribute to the development of labour standards that protect workers' rights and ensure national governments implement them in law and in practice.

The CLC will advocate for worker-centered trade policy to be refocused away from liberalization, de-regulation and special rights for investors. Trade policy must prioritize labour, gender, Indigenous rights, and environmental protections through enforceable grievance mechanisms and access to remedy for workers and communities.











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