



CANADIAN LABOUR CONGRESS

Report of Committees

Economic and Social Policy,
Constitution, and General Proposals for
the Consideration of Delegates to the
30th Constitutional Convention

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REPORT OF THE ECONOMIC AND SOCIAL POLICY RESOLUTIONS COMMITTEE

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The Economic and Social Policy Resolutions Committee met to review all the ESP resolutions, to make recommendations on these resolutions, and to decide the priority order for debate at convention.

The Committee submits the following resolutions and recommendations to delegates attending the 30th Constitutional Convention of the Canadian Labour Congress.

1. Composite Resolution: Affordability and the Cost-of-Living Crisis

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-013, ESP-014, ESP-015, ESP-040, ESP-052, ESP-059, ESP-062, and ESP-098.

Working with affiliates and allies, the CLC will:

- a) Lobby and call on the federal government to:
 - i. Reject the Bank of Canada's interest rate increases and broaden the Bank of Canada's mandate to prioritize full employment, reducing income inequality and supporting a transition to a green economy;
 - ii. Take action to roll-back and freeze prices on food, fuel and rents;
 - iii. Make certain that all Canadians have comparable access to reliable and affordable broadband and cellular services that meet or exceed Canadian Radio-Television and Telecommunications Commission (CRTC) standards and recommendations, including establishing a cap on cell phone data rates; and
 - iv. Immediately improve financial assistance for the most vulnerable people and adopt structural measures aimed at better controlling prices; and
- b) Work closely with provincial and territorial federations of labour and labour councils to advocate and campaign on the affordability and cost-of-living crisis, including:
 - i. Challenging inflation's negative effects on workers, rising interest rates, unemployment and government economic policy;

- ii. Demanding lower grocery bills and rent reductions; and
- iii. Building solidarity for each others' struggles, while emphasizing on-the-ground mobilization.

2. Composite Resolution: Banning Scab Labour

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-090, ESP-109, ESP-116, and ESP-133.

Working with affiliates and allies, the CLC will:

- a) Pressure the federal government to adopt a law that:
 - i. Prohibits employers from using scabs during a legal strike or lockout, or using external or internal strike-breakers;
 - ii. Specifically prohibit any employee, contract worker, or subcontractor from performing the duties of a bargaining unit employee;
 - iii. Includes financial penalties for employers who defy the law; and
 - iv. Empowers inspectors to enforce the law and order the immediate cessation of the use of strike-breakers;
- b) Lobby provincial and federal governments to immediately pass legislation to prevent companies from using scabs during labour disputes;
- c) Ensure that these anti-scab laws contain strong financial penalties for companies, organizations and individual managers who bring in scabs to replace striking or locked-out workers; and
- d) Revise its national procurement policy to forbid the use of any scab labour, directly or indirectly through subcontractors, and further to seek to use only unionized goods and services.

3. Composite Resolution: Protecting Public Health Care

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-002, ESP-020, ESP-021, ESP-022, ESP-035, ESP-072, ESP-074, ESP-086, ESP-099, ESP-105, ESP-110, ESP-113, ESP-129, ESP-130, ESP-132, ESP-135, ESP-136, ESP-139, ESP-140, and ESP-141.

Working with affiliates and allies, the CLC will:

- a) Advocate for increased funding of public health services and oppose any privatization and contracting out of the health care system;
- b) Maintain awareness and mobilization efforts around the establishment of a public and universal pharmacare program until such time that it is fully implemented, fully-funded, and equally accessible to all Canadians;
- c) Recognize national dental care as being a vital component of universal health care, and support and promote the actions of the NDP and other advocacy groups pushing for a national dental care program;
- d) Continue to advocate for long-term (LTC) reform, including the end of for-profit care, and better wages and working conditions, and for LTC to be brought under the Canada Health Act, which support both residents and workers; demand that the promised Safe Long-Term Care Act include strict standards for care and staffing; and demand that all levels of government invest solely in publicly owned and operated LTC facilities.
- e) Lobby and call on the federal government to:
 - i. Increase permanent funding for Canada's health care system, with dedicated transfers for investments to:
 - A. Address the staffing crisis;
 - B. Develop and fund a national dental care program;
 - C. Develop a universal national pharmacare program;

- D. Develop national standards for homecare;
 - E. Develop a national mental health services program; and
 - F. Improve and enhance all Indigenous health services.
 - G. Strengthen the *Canada Health Act* by requiring that federal health transfers and provincial access to new public health care investments be contingent on: The funds being invested in public health care delivery and not used to fund for-profit health care through private facilities or services, including virtual care or clinics that engage in extra billing or charge user fees;
 - H. Strong accountability measures toward improving and transforming our health services to meet the population's needs;
 - I. A guarantee of a well-planned, evidenced-based health workforce strategy, and demonstrated safe staffing levels;
 - J. Benchmarks that guarantee equal access to care (e.g., free from discrimination based on your ability to pay or pre-existing conditions); and
 - K. Respect for the right to organize and bargain collectively (e.g., federal transfers should be withheld from provinces that impose unconstitutional wage restraints on health care workers, including restraints that deny women pay equity);
- ii. Establish a pan-Canadian health human resources (HHR) strategy to be urgently developed and implemented, including:
- A. Establishing a "health workforce agency" that will act as a dedicated coordinating body to address critical health workforce data gaps; and
 - B. Prioritizing and investing in the retention and recruitment of health care workers and actively supporting the health and well-being of workers, including creating good health care jobs with fair pay and strong benefits;

- iii. Institute a pharmacare system that is governed by the principles of the *Canada Health Act*, which are: public administration, comprehensiveness, universality, portability and accessibility, and:
 - A. Implement the recommendations of the Advisory Council on the Implementation of National Pharmacare, including establishing a clear and urgent timeline for implementation; and
 - B. Encourage the provinces and territories to join together in support of a national program;
- iv. Implement an all-encompassing national dental care program and encourage all levels of government to make investments in oral health education, particularly targeted to those in vulnerable and disadvantaged populations.

4. Composite Resolution: Tackling the Climate Crisis and Ensuring a Just Transition for Workers

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-017, ESP-031, ESP-038, ESP-039, ESP-042, ESP-044, ESP-063, ESP-076, ESP-087, ESP-088, ESP-104, ESP-125 and ESP-142

Working with affiliates and allies, the CLC will:

- a) Pursue all possible ways of tackling the climate crisis and implementing the 2021 Climate Action Agenda, including:
 - i. Advocating and campaigning to raise awareness and engage members about tackling the climate crisis and ensuring a just transition for workers impacted by the fight against climate change;
 - ii. Opposing the expansion of coal export facilities in British Columbia and engaging with affected unions and workers;
 - iii. Encouraging affiliates to utilize Environment Committees at the national or regional level;

- iv. Encouraging affiliates to negotiate environmental clauses in their collective agreements, and to participate in environmental debates to ensure the interest of workers are protected and convince the public of the necessity of a just transition;
- v. Ensuring that workers are represented at the federal level as national Just Transition legislation/policies are implemented;
- vi. Holding a major conference on climate justice and just transition; and
- vii. Through its international work and international solidarity efforts:
 - A. Opposing the creation of new coal power plants internationally;
 - B. Advocating to replace outdated power generation methods, such as coal, with clean, affordable alternatives;
 - C. Advocating for global access to affordable, reliable and environmentally sustainable energy output; and
 - D. Encouraging countries to create bodies similar to the “Task Force: Just Transition for Canadian Coal Power Workers and Communities”;
- b) Lobby and call on the federal government to take meaningful action to tackle the climate crisis and to mitigate and adapt to climate change by:
 - i. Assuming primary responsibility for preventing a climate disaster;
 - ii. Increasing its climate goals, to meet or exceed the targets set by the Intergovernmental Panel on Climate Change;
 - iii. Reducing carbon emissions and setting a path towards net-zero carbon emissions;
 - iv. Investing the transition to a green, equitable and sustainable economy, including investing in renewable and low-carbon energy;

- v. Recognizing that climate action cannot be limited to measures that are “profitable”, nor can 2030 reduction measures be based on technologies that are not currently viable at scale;
- vi. Requiring, by legislation and regulation, that climate-damaging emissions are reduced or eliminated within prescribed mandatory reduction requirements designed to achieve 45% reductions by 2030 and net zero emissions by 2050;
- vii. Investigating the further use of carbon sequestration;
- viii. Developing and guaranteeing a just transition for workers impacted by the fight against climate change, including:
 - A. Implementing Just Transition legislation and associated regulations and policies that will ensure that unions’ and workers’ material interests are front and centre as Canada moves towards net zero;
 - B. Establishing just transition tripartite committees at all levels of government (e.g., local, provincial, federal and international levels);
 - C. Increasing funding for employer and government initiatives for upskilling employees to fill environmentally based jobs; and
 - D. Implementing measures that ensure workers are informed about changes that impact their work and workplaces and that protect their jobs and conditions of work.

5. Composite Resolution: Industrial Policy

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-119, ESP-120, ESP-121, ESP-123, ESP-124, ESP-126, and ESP-127.

Working with affiliates and allies, the CLC will:

- a) Advocate for the development of a comprehensive green industrial policy in Canada aimed at revitalizing Canadian manufacturing, expanding clean energy, and creating and supporting good, union jobs, while reducing greenhouse gas emissions;
- b) Lobby the federal and provincial governments to:
 - i. Implement an intergovernmental working forests strategy aimed at ensuring a healthy and sustainable forest for future generations, while creating jobs for today;
 - ii. Develop a coordinated intergovernmental strategy aimed at reducing the export of raw logs;
 - iii. Support and promote the use of Canadian steel and aluminum, including by Canadian manufacturers; and
 - iv. Maintain reliable, affordable access to energy supplied by Canadian produced energy infrastructure;
- c) Lobby the federal government to seek a fair and equitable solution to the softwood lumber dispute with the United States;
- d) Advocate for further development and implementation of a critical minerals' strategy in Canada in consultation with Indigenous peoples that ensures Canada creates good jobs and achieves environmental goals;
- e) Pressure governments and employers for adequate investments into existing and new mines to meet increasing demand from the shift to a green economy;
- f) Lobby every level of government to ensure infrastructure programs contain 'Buy Canadian' provisions;
- g) Call on the Government of Canada to:

- i. Create a steel industry action plan working with labour that will ensure the use of lower-carbon Canadian-made steel in infrastructure projects and investments in decarbonisation technologies;
- ii. Improve Canada's trade remedy system to prevent illegally dumped foreign steel;
- iii. Reject unfair, damaging trade deals; and
- iv. Adopt legislation ensuring transparent foreign investment processes that benefit Canadian workers and communities.

6. Composite Resolution: Tackling the Housing Affordability Crisis

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-007, ESP-033, ESP-050, ESP-051, ESP-056, ESP-073, ESP-084, ESP-094, ESP-101, ESP-115, and ESP-143.

Working with affiliates and allies, the CLC will:

- a) Advocate for affordable housing and an end to homelessness in Canada;
- b) Establish a working group of affiliates to explore how unions and labour bodies can contribute to building non-market, accessible, and affordable housing; and
- c) Lobby and call on governments to:
 - i. Recognize and realize the right to housing;
 - ii. Urgently realize and increase funding to the National Housing Strategy to:
 - A. Build 125,000 units of affordable housing with 10% of the units being wheelchair accessible;
 - B. Completely deploy the 33% carve-out for gender-focused investments;
 - C. Ensure chronic homelessness drops by 50% by 2027; and

- D. Expand the supply of non-market housing, including a return to the co-operative housing vision (of the 1970s and 1980s) that spurred affordable housing development and included the participation of unions;
- iii. Adopt a Housing First policy, based on the Finland model, with the goal of eradicating homelessness within ten years;
 - iv. Increase investments and reduce barriers to the construction of affordable housing, including non-market public housing, social housing and co-ops for all, but particularly for marginalized groups, including women, Black, Indigenous and people of colour (BIPOC), people with disabilities, 2SLGBTQIA+ people, and youth, especially youth aging out of care;
 - v. Reform property taxes to target speculators and invest the recovered funds into affordable housing and infrastructure;
 - vi. Enact stronger renter protections that prevent landlords from undertaking unnecessary “renovictions”;
 - vii. Increase funding aimed at providing affordable energy and retrofitting existing homes for energy efficiency;
 - viii. Provide ongoing funding for the Canada Housing Benefit for eligible low-income renters;
 - ix. Develop a national strategy to address laundered (e.g., “dirty”) money in housing markets and amend the Criminal Code to support enforcement efforts; and
 - x. Implement measures designed to curb the property speculation that is contributing to skyrocketing rental costs in all provinces and territories.

7. Composite Resolution: Women's Economic Justice

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-060, ESP-078, ESP-080, ESP-111, and ESP-128.

The CLC will work with federations and affiliates to lobby governments for comprehensive laws, policies and programs that support women's economic equality, including measures to:

- a) Close the gender gap as a human rights priority;
- b) Achieve card-check legislation, respect trade union rights, and promote access to collective bargaining;
- c) Pass, implement and enforce proactive pay equity in the public and private sectors, pay transparency, and employment equity legislation;
- d) Increase minimum wages to ensure liveable wages;
- e) Increase access to improved maternity and parental benefits;
- f) Provide affordable, high-quality, public, universal child care; and
- g) End gender-based violence and harassment.

8. Composite Resolution: Public Services and Anti-Privatization

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-027, ESP-055, ESP-082, and ESP-093.

Working with affiliates and allies, the CLC will:

- a) Oppose all forms of privatization;
- b) Call for the expansion of public services to better the lives of Canadians;
- c) Educate the public about the value of public services, their benefits, and the risks of privatization;

- d) Increase awareness of privatization by neglect, which occurs when governments fail to ensure services delivered through new technologies are part of the public system;
- e) Recommit to recognizing that public transit is an essential public service for job creation and toward slowing the impacts of the climate change crisis; and
- f) Support public control and operation of both the distribution and retailing of liquor and cannabis;
- g) Lobby and call on the federal government to:
 - i. Oppose any provincial plans to further privatize health care, including funding Independent Health Facilities;
 - ii. Restore and improve critical funding at all levels of government for libraries and social services; and
 - iii. Adequately fund, through dedicated, permanent, predictable, and indexed sources of funding, both the development and maintenance of infrastructure, as well as the operation of public transit services in Canada.

9. Composite Resolution: Pensions and Investments

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-004, ESP-005, ESP-028, ESP-036, ESP-058, ESP-066, ESP-069, ESP-071, ESP-107, ESP-114, ESP-117, ESP-118, ESP-138, ESP-144, and ESP-149.

Working with affiliates and allies, the CLC will:

- a) Demand the federal government immediately increase Old Age Security (OAS) at least 10%, expand the Guaranteed Income Supplement (GIS), and enlarge the Canada Pension Plan/Quebec Pension Plan (CPP/QPP) pensions and the death benefit and survivors' benefits to allow retirees to maintain a decent standard of living;

- b) Strongly oppose any government policies that propose changes to the increase in the retirement age in public plans, and increase awareness and education among affiliates on the impacts of retirement age changes;
- c) Support legislation amending the *Bankruptcy and Insolvency Act* (BIA), the *Companies' Creditors Arrangement Act* (CCAA) and the *Pension Benefits Standards Act, 1985* (PBSA) that prevents access for publicly-funded institutions, and provides super-priority for private-sector defined-benefit (DB) plans' unfunded liabilities and all monies owing pensioners, including prioritizing termination and severance pay and retiree health benefits;
- d) Seek changes to federal corporate governance legislation to better protect employee pension plans and ensure fairness for workers when a company enters insolvency;
- e) Continue to support efforts to defend and expand DB pension plans;
- f) Take a strong public stand against the use of workers' retirement savings to advance an agenda of privatization, including pension funds in the development, building, ownership, privatization, or operation of public social and physical infrastructure, either in Canada or abroad; and
 - i. Create and adequately resource a new multi-union committee with a mandate to provide ongoing information-sharing, oversight, and public advocacy on these issues;
- g) Encourage affiliates to look at how pension funds are invested, and support enhanced understanding about environmental, social and governance (ESG) issues connected to workers' rights;
- h) Provide support for labour unions, federations of labour and labour councils to develop responsible investment committees; and
- i) Before the next convention, endorse the Canadian Capital Stewardship Network (CCSN) and support efforts to mobilize union representatives and labour-nominated trustees committed to aligning the investment of workers' capital with labour's goals.

10. Composite Resolution: Child Care

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-026, ESP-041, ESP-091, and ESP-100.

The CLC will:

- a) Continue to advocate for a universal, public, not-for-profit, inclusive and high quality child care system and will hold the federal government accountable to its commitments, including through strong legislation and sufficient funding;
- b) Call on all levels of government to work together to ensure affordability and access, at a cost to parents at no more than \$10 a day, and to ensure that public funds are directed to regulated and licensed care services in order to provide increased wages for workers, invest in measures to keep workers safe and expand the number of care spaces available, including programs that specify spaces for Indigenous children, children with unique needs, and children of new immigrants;
- c) Pressure governments to address long-standing workforce issues, including calling for fair wages and benefits, decent work, professional development, and strategies for recruitment and retention, as well as an expedited path to permanent resident status for immigrant care workers so that they can access health care and worker protections on arrival;
- d) Push to make equity, diversity and inclusion education mandatory for educators and training programs;
- e) Support organizing to expand unionization in the sector; and
- f) Lobby the federal government to ensure that child care is a key element of all economic recovery plans, including coordination between the reopening of schools and child care centres with that of the broader economy, and that organizations that support migrant worker caregivers are involved in decision-making for pandemic recovery.

11. Composite Resolution: Mental Health

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-009, ESP-024, and ESP-048.

The CLC will:

- a) Call on the federal government to amend the *Canada Health Act* to include mental health care, and create a national mental health program that informs, educates, and ensures universal access, thus reducing the stigma and discrimination toward those dealing with mental health challenges and addictions; and
- b) Work with provincial and territorial federations of labour to push federal, provincial and territorial governments to include psychological counselling and psychiatric medications under medical care plans.

12. Composite Resolution: Reproductive Rights

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-089, ESP-122, ESP-131, and ESP-145.

The CLC will:

- a) Reaffirm that reproductive rights—including abortion, birth control and maternity care—are essential to the health and well-being of women and pregnant people, and an essential element of economic security and human dignity;
- b) Continue to endorse each person's right to decide if and when to bear children, and to access safe, publicly funded health care services, which must include abortion; and the right to quality public services, including child care;
- c) Commit to defending access to safe, legal, and accessible reproductive health services for all in Canada, especially in underserved rural and northern communities;

- d) The CLC will remain mobilized and proactive to protect the reproductive rights of women, trans and non-binary persons and will call for mobilization of its affiliated unions against any proposal to limit those rights;
- e) The CLC will press the government to make the Sexual and Reproductive Health Fund permanent and to see that federal transfers are only used for reproductive health purposes; and
- f) Work in partnership with allied organizations such as the Abortion Rights Coalition of Canada and Action Canada for Sexual Health and Rights.

13. Composite Resolution: Fair Taxation

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-012, ESP-030, ESP-079, ESP-096, ESP-097, and ESP-106.

Working with affiliates and allies, the CLC will:

- a) Press the government for a comprehensive review of corporate taxation to make sure companies pay their fair share;
- b) Push for measures to increase tax revenue and make the personal and corporate income tax systems fairer, including:
 - i. Reversing cuts to income tax rates and closing tax loopholes that primarily benefit large corporations and the wealthy;
 - ii. Lowering the cap on stock options for CEOs and top executives;
 - iii. Restoring the corporate tax rate to 18 percent;
 - iv. Implementing a 15 percent minimum corporate tax on book profits; and
 - v. Taxing income from capital gains and investments at the same rate as other income;

- c) Work to implement an annual wealth tax on wealth over \$10 million, a tax on windfall oil and gas profits, and increased taxes on financial institutions that made strong profits during the pandemic;
- d) Press for measures to prevent tax avoidance, including:
 - vi. Combatting tax havens by strengthening the power of the Canada Revenue Agency (CRA) to investigate the rich and corporations who use them;
 - vii. Requiring public country-by-country reporting of corporate financial information; and
 - viii. Pressuring the federal government to act on its commitment to bring in a publicly-accessible beneficial-ownership registry to make it easier to crack down on tax evasion and money laundering;
- e) Encourage the federal government to direct increased revenues to the funding of strong national public services and transfer payments that will fund better education, health care and other public services; and
- f) Require that any emergency assistance to industry include job retention requirements, but also restrictions on payouts to executives, dividends, and share buybacks.

14. Resolution ESP-064: Nuclear Energy

The Committee recommends concurrence.

Working with affiliates and allies, the CLC will:

Lobby the Government of Canada to increase new investment in our world-renowned nuclear technologies and fully extend to nuclear energy government incentives for low emissions electricity technologies, including the Clean Technology Investment Tax Credit for Canada Deuterium Uranium (CANDU).

15. Composite Resolution: Plasma and Blood Donation

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-023 and ESP-112.

The CLC will:

- a) Reignite political action against the Canadian Blood Services (CBS) practice of payment for plasma and blood donations and lobby for federal and provincial legislative bans on payment for plasma and blood donations;
- b) Call on governments to invest to expand the public collection of voluntary plasma donations;
- c) Call upon the Government of Canada to end the blood ban and related time limits, ensuring all citizens are treated equally; and
- d) Support calls for the CEO and Board of Directors of CBS to be replaced because of their support for paid plasma.

16. Composite Resolution: Menstrual Products

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-034, ESP-045, and ESP-146.

The CLC will call on all levels of government to:

- a) Provide free menstrual products in schools, shelters, community centres, and other public buildings, and that they make them available in all public bathrooms, allowing transgender and non-binary people to have access;
- b) Create poverty-reduction strategies to ensure that Canadians have their basic needs met, maintaining their health and dignity, so that those who menstruate do not have to make choices between an adequate supply of menstrual products and food and/or rent;
- c) Propose and enact legislation that would require employers to provide menstrual products to their employees, at no cost to the employee; and

- d) That the CLC set an example by providing free menstrual hygiene products on its premises and at its union events, including conventions, training sessions, seminars, etc., to any person who needs them.

17. Composite Resolution: Drug Policy and Substance Abuse

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-006, ESP-008, ESP-032, and ESP-057.

The CLC will lobby governments to:

- a) Implement systems of quality care and oversight to ensure that publicly and privately funded substance use treatment is safe, accessible, and informed by scientific evidence;
- b) Condemn the use of involuntary treatment across Canada;
- c) Amend the *Controlled Drugs and Substances Act* to permit a regulated, legal, and safe supply of small amounts for personal use (permitting safer substitutes), in collaboration with evidence-based drug policy groups;
- d) Decriminalize the personal possession of drugs, in amounts deemed appropriate by evidence-based drug policy groups;
- e) Reduce harm—provide tax-funded, medically assisted consumption sites for safe personal use under medical supervision;
- f) Provide recovery and treatment by tax-funded, public access to addictions and mental health services on demand through the public health system;
- g) Guarantee pan-Canadian equal access to supplies and programs without threat of provincial barriers by bringing them under the *Canada Health Act*;
- h) Stop workplace exposure—improve inmate mental health and addictions services, and stop poison drugs from entering facilities in the first place; and
- i) Consult with Indigenous communities on combatting the opioid crisis.

The CLC will study the issue of the over-prescription of opiates to force workers to return to work before they are deemed able, create resources to address and educate workers and employers about the over-prescription of opiates in response to workplace injuries, and advocate for federal regulations around the over-prescription of opiates in response to workplace injuries.

18. Composite Resolution: Seniors

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-001, ESP-003, ESP-018, ESP-049, ESP-067, ESP-068, ESP-085, ESP-147, ESP-148, and ESP-150.

Working with affiliates and allies, the CLC will:

- a) Encourage and support the development of a United Nations Convention on the Rights of the Aging and Older Persons;
- b) Lobby and monitor the federal government in its development of an up-to-date National Seniors' Strategy, ensuring that the interests and wellbeing of seniors are advanced by:
 - i. Creating more affordable housing, better home care and improving long-term care (LTC);
 - ii. Establishing an Aging at Home Benefit;
 - iii. Providing seniors with a single point of access to a wide range of government services and benefits;
 - iv. Strengthening Canada's approach to elder abuse by finalizing the national definition of elder abuse, investing in better data collection, and establishing new offences and penalties in the Criminal Code related to elder abuse; and
 - v. Expanding the New Horizons for Seniors Program (NHSP);

- c) Lobby the federal government to ensure seniors have access to free health care, and work with Indigenous communities to ensure the health care needs of their aging population are met;
- d) Demand the federal government increase transfer payments to the provinces to improve care and services dramatically, for seniors living in care or in their homes; and
- e) Encourage affiliation of the Congress of Union Retirees of Canada (CURC) federations and area councils to all CLC provincial federations of labour and labour councils, with voice and vote.

19. Composite Resolution: Employment Insurance (EI)

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-053, ESP-054, ESP-065, ESP-070, and ESP-077 and ESP-095.

Working with affiliates and allies, the CLC will:

- a) Pressure the federal government to modernize EI by returning to tripartite funding, establishing a uniform national eligibility requirement of EI to 360 hours, increasing the EI benefit replacement rate from 55% to 75% (and 85% for low-earners), and implementing a minimum weekly benefit of \$500;
- b) Lobby the federal government to ensure EI benefits for re-training and professional development across sectors for those who have experienced job loss;
- c) Pressure the government to eliminate EI disqualification conditions and reinstitute a defined disentitlement (waiting period) for resignations and dismissals;
- d) Create pathways for EI-ineligible people to financially support re-skilling and re-training, with greater incentives for workers in care economy sectors such as child care and elder care;

- e) Call for a special benefits floor that is above the federal minimum wage and an increase in the replacement rate for maternity, paternity, and parental leave to 70%; and
- f) Lobby to increase the duration of EI sickness benefits, increase the replacement rate to match what is provided by private carriers, and add employment support services to EI sickness benefits.

20. Composite Resolution: VIA Rail

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-011 and ESP-092.

Working with affiliates and allies, the CLC will:

- a) Lobby and call on the federal government to:
 - i. Stop all discussion on the privatization of VIA Rail;
 - ii. Keep VIA Rail publicly owned; and
 - iii. Ensure that any development of a high frequency train on the Quebec-Windsor line remain public and be operated by VIA Rail;
- b) Develop a safe, reliable and frequent national public passenger rail service across the country; and
- c) Guarantee immediate public investment to build rail transport infrastructure, give priority to passenger trains, and improve services.

21. Composite Resolution: Gender and Diversity Lens on Recovery

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-047 and ESP-061.

The CLC will lobby the federal government, and work with federations of labour and labour councils in lobbying provincial and local governments to use a gender and diversity lens in their strategies, policies, and programs for recovery from the COVID-19 pandemic and in strengthening our public services and supporting care workers.

22. Resolution ESP-081: Leave for Menstrual Pain

The Committee recommends concurrence.

The CLC will press the Government of Canada to add provisions to the *Canada Labour Standards Regulations* in order to allow persons suffering from menstrual pain to benefit from menstrual pain leave in all dignity. The new provisions should include measures such that persons who use them do not suffer from discrimination or stigmatisation at work.

23. Resolution ESP-102: National Bus Service

The Committee recommends concurrence.

The CLC and its affiliates will:

- a) Lobby the federal government to work with provincial and local governments to investigate the funding and creation, or purchase, of a national bus service to provide reliable, consistent, and affordable transportation for all rural and Indigenous communities across Canada; and
- b) Work with Indigenous communities across the country and support their lobbying efforts and campaigns to ensure their requirements for a transportation network are met.

24. Resolution ESP-043: Nationalize the Fossil Fuel Industry

The Committee recommends concurrence.

The CLC will lobby the federal government to nationalize the fossil fuel industry and begin a controlled reduction in the production of fossil fuels, while simultaneously investing public funds in a swift transition to a renewable energy economy.

25. Resolution ESP-075: Disability

The Committee recommends concurrence.

Working with affiliates and allies, the CLC will:

- a) Lobby the government to pass the Canada Disability Benefit Act (Bill C-22), while working with disability rights organizations to build legislation regulations;
- b) Lobby the government to lower the Employment Insurance Sickness Benefits hours' requirement and increase coverage up to 50 weeks per year; and
- c) Advocate for safeguards which protect the rights of persons with disabilities within legislation pertaining to medical assistance in dying (MAID).

26. Resolution ESP-083: Leave for Fertility Treatments

The Committee recommends concurrence.

The CLC will actively press the government to create a seventy-five (75) hour bank of paid leave specifically for persons who must undergo fertility treatments, and encourage its various affiliates to try to include a provision to this effect in the future collective agreements that they negotiate.

27. Resolution ESP-029: Wildlands Firefighters and Probation Officers

The Committee recommends concurrence.

The CLC will:

- a) Lobby the federal government to amend tax law regulations regarding the pension accrual rate and retirement age to include probation officers as public safety occupations (PSO); and
- b) Lobby the federal government to accept wildland firefighters as firefighters under PSO.

28. Resolution ESP-010: Fair Wages

The Committee recommends concurrence.

Be it resolved that the delegates commit our support for the restoration of the federal *Fair Wages and Hours of Labour Act*.

29. Resolution ESP-108: Blood Ban

The Committee recommends concurrence.

This resolution calls for the CLC to call upon the Government of Canada to end the blood ban and related time limits, ensuring all citizens are treated equally. The ban specific to men who have sex with men was lifted in August 2022. Canadian Blood Services now screens all donors based on higher risk sexual behaviours, regardless of gender or sexuality.

30. Substitute Resolution ESP-103 covering ESP-103 and ESP-016: Make EI Non-Contributory and Universally Accessible

The Committee recommends concurrence.

Together with affiliates and allies, the CLC will press Parliament to enact non-contributory employment insurance, covering all the unemployed for the full duration of unemployment, at 90% of previous earnings.

31. Resolution ESP-037: No Dismantling of Encampments

The Committee recommends concurrence.

The CLC will:

- a) Call on affiliates and union locals representing municipality personnel to organize their members to refuse the work of dismantling encampments, and to support and represent those disciplined and discharged as a result;
- b) Publish information about work refusal in the specific context of dismantling encampments; and
- c) Lobby municipalities to end the project of dismantling encampments and instead invest in permanent affordable housing.

32. Substitute Resolution ESP-134: Just Transition in the Workplace

The Committee recommends concurrence in the following substitute resolution:

The Canadian Labour Congress, and allies, redouble our efforts for the establishment of Just Transition committees at all levels of government and in the workplace, and that the CLC organize a conference on the Just Transition prior to the next constitutional convention of the CLC, with its affiliated unions to inform those working committees.

Resolutions Covered by the Action Plan

The following resolutions are covered by the “Delivering the Care We Need” Action Plan: Resolutions ESP-019, ESP-025, and ESP-137.

REPORT OF THE CONSTITUTION AND STRUCTURE RESOLUTIONS COMMITTEE

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The Constitution and Structure Resolutions Committee met to review all the CS resolutions, to make recommendations on these resolutions, and to decide the priority order for debate at convention.

The Committee submits the following resolutions and recommendations to delegates attending the 30th Constitutional Convention of the Canadian Labour Congress.

1. Resolution CS-012

(Submitted by the CLC Canadian Council)

The Committee recommends concurrence.

The Action Requested:

The CLC Constitution be amended as follows:

Article 20, clause 3, sub clause h, change Aboriginal to Indigenous, and

Article 20, clause, 4, in reference to the caucuses, change Aboriginal workers to Indigenous workers.

2. Resolution CS-011

(Submitted by the CLC Canadian Council)

The Committee recommends concurrence.

The Action Requested:

Article 14, section 13, subsection (f) of the CLC Constitution be amended as follows:

The CLC Finance Committee will review the financial statements and other relevant information and provide reports on the state of the CLC's financial situation to the Executive Committee with recommendations. The Committee will also review the question of CLC full-time executive officers' compensation before each tri-annual convention and report back to the Executive Committee who will determine if a resolution needs to be submitted to the convention.

3. Resolution CS-005

(Submitted by the National Union of Public and General Employees)

The Committee recommends concurrence.

The Action Requested:

Amend Article 10 of the CLC Constitution so that it reads:

4. There are four categories of delegates: affiliate, youth, federations and labour councils, and ex-officio.

a) Affiliates and directly chartered local unions get one delegate for 1,000 or fewer members and one additional delegate for each additional 500 members or major fraction thereof.

4. Composite Resolution Covering CS-007 & CS-003

Submitted by: The Canadian Union of Public Employees
United Steel, Paper and Forestry, Rubber, Manufacturing,
Energy, Allied-Industrial and Service Workers International
Union
National Union of Public and General Employees

The Committee recommends concurrence to the composite resolutions.

The Issue:

The Canadian Council is the governing body of the Canadian Labour Congress between conventions. However, representation on the Canadian Council is very different than at a CLC convention.

This structural difference is problematic. And while the Canadian Council operates largely by consensus, it is important to allow for a voting mechanism that ensures the concerns of affiliates can be reflected in significant decisions of the Council that require a vote.

Adding a mechanism for a double majority vote will achieve this, while not disenfranchising the other members of Council.

It is important to allow for a voting mechanism that ensures the concerns of affiliates can be reflected in significant decisions of the Council that require a vote.

A double majority vote would achieve this, but the mechanism needs to be defined.

The Action Requested:

Amend Article 20 - Canadian Council to add:

14. a. Each member shall be entitled to one (1) vote.
 - b. Notwithstanding 14.a. above, prior to a vote on any question, a Council member representing an affiliate may request a double majority vote.

Amend Article 20 of the Constitution to add:

14. a. A double majority vote will be conducted as follows:
 - i. Each member of Council shall cast their individual vote.
 - ii. Each affiliate shall cast their vote, weighted based on the number of members used to determine delegate entitlement for the previous convention.
 - iii. For unions affiliated since the previous Convention, weight shall be based on the membership currently affiliated.
 - iv. An affiliate may divide its support on a question.
 - v. For the question to pass, it must have a majority of votes cast by Council, and support of the majority of membership.

5. **Resolution CS-004**

(Submitted by the National Union of Public and General Employees)

The Committee recommends concurrence as amended:

The Issue:

Unions fighting each other over already organized members is a serious threat to solidarity.

Over the past couple of years, the Union of Canadian Correctional Officers (UCCO-SACC-CSN), an affiliate of the Confédération des syndicats nationaux (CSN), has been attempting to raid correctional officers from provincial unions across Canada.

This has frequently meant that unions have had to reallocate resources that would be better used to defend and expand members' interests.

UCCO-SACC-CSN has frequently made false promises and faulty claims during these raids.

UCCO-SACC-CSN is not affiliated to the CLC.

The Action Requested

The CLC will

Continue to highlight the damaging impact that raiding has on trade union solidarity.

Provide support to those unions facing raids by CSN.

6. Resolution CS-006

(Submitted by the National Union of Public and General Employees)

The Committee recommends concurrence as amended.

The CLC will:

- before the next convention, organize Regional International Solidarity sessions for all member unions, with priority to those with established International Solidarity committees, to gather and discuss international solidarity work and strengthen the Canadian Labour movement's support for worldwide workers' struggles; and
- provide regular updates on International Solidarity work through the CLC website and reports to affiliates; and
- provide support for labour unions and labour centrals to develop international solidarity committees; and

Because we should be sharing our knowledge and resources to support international solidarity work across the labour movement to strengthen the power of working people globally; and

Because the expansion of neoliberal capitalism and the rise of fascism has led to a greater need to build solidarity across and beyond borders to fight against oppression and exploitation.

7. Resolution CS-009

(Submitted by the Union of Safety and Justice Employees, Local 10088)

The Committee recommends concurrence as amended.

Task Force on Union Action in French at the CLC

The Issue:

The CLC is a flagship organization advocating for groups that are discriminated against throughout Canada. In many respects, the situation of French-speaking Canadians and the future of the French language in Canada, especially outside Québec, remain uncertain. The CLC must also support this fight.

The Action Requested:

The CLC will set up a task force within its ranks on the use of French by the CLC and by organizations under federal jurisdiction, with the objective to ensure equal service in French to English. This task force will include representatives of affiliates, with at least two from Québec and one from the FTQ and translation for interpretation services will be provided for its various meetings and communications.

8. Resolution CS-002

(Submitted by the Hamilton and District Labour Council)

The Committee recommends non-concurrence.

The Action Requested:

That Article 5.4. a. of the Constitution be amended (by addition) to read:

5.4. a. All affiliates must require their local unions to join federations and labour councils where such exist or members from those locals will not be permitted to register as delegates to a CLC Convention.

That Article 10.4. a. of the Constitution be amended (by addition) to read:

10.4. a. Local unions in Canada of affiliates and directly chartered local unions get one delegate for 1,000 or fewer members and one additional delegate for each additional 500 members or major fraction thereof unless such participation is not permitted under 5.4.a.

9. Resolution CS-001

(Submitted by the International Longshore and Warehouse Union Canada)

The Committee recommends non-concurrence.

The Action Requested:

Amend Article 4 to add in, that a Union that does this gets removed immediately from the CLC.

REPORT OF THE GENERAL RESOLUTIONS COMMITTEE

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The General Resolutions Committee met to review all GEN resolutions, to make recommendations on these resolutions, and to decide the priority order for debate at convention.

The Committee submits the following resolutions and recommendations to delegates attending the 30th Constitutional Convention of the Canadian Labour Congress.

1. Composite Resolution: Right to Strike

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-012, GEN-013, GEN-036, GEN-055, GEN-100 and GEN-109.

The CLC will:

- a) continue to oppose attacks on labour rights in all forms and demonstrate solidarity with workers whose labour rights are under attack;
- b) oppose the use of the notwithstanding clause to override labour rights and work with affiliates and allies to campaign against the use of the notwithstanding clause;
- c) monitor and support legal challenges, and work with international bodies like the International Trade Union Confederation and the International Labour Organization, to reverse legislation or regulations that undermine labour rights;
- d) call on governments for stronger labour laws, legal protections, and adherence to human rights obligations and for removal of barriers to unionization;
- e) monitor the use of essential services legislation across the country;
- f) create a committee to study the issue of essential services legislation;

- g) lobby and educate all levels of government on the difference between public protest and unionized workers' rights to strike;
- h) advance a strategic "fight-back" campaign to protect free and fair collective bargaining and make improvements to labour relations legislation and practices;
- i) work with affiliates to further unionized workers' right to strike, including during the term of a collective agreement; and
- j) educate and advocate for the right to strike on broader issues (e.g., threats of privatization, climate change, reproductive justice, decolonial and anti-racist actions) and educate workers about expanding the right to strike to non-unionized workers.

2. Composite Resolution: Organizing Workers

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-003, GEN-073, GEN-132, GEN-138, and GEN-139.

Working with affiliates and allies, The CLC will:

- a) create an organizer training program for non-unionized workplaces so that non-unionized workers have the tools they need to organize their own workplaces;
- b) recommit to bringing the non-organized into unions to build worker power that can be felt across all provincial and territorial legislatures to safeguard healthcare and drive better outcomes for patients and workers at the bargaining table;
- c) research common perceptions workers have of unions to identify effective approaches to enhancing union participation;
- d) from their findings, develop educational resources, made available to federations and union affiliates;

- e) follow up on these practices through post-engagement evaluations to ensure the practices are effective;
- f) encourage all affiliates to implement social stewards' networks into their respective structures;
- g) negotiate collective agreement provisions that recognize social steward functions in workplaces; and
- h) negotiate collective agreement provisions that provide for specific book off time for social stewards.

3. Composite Resolution: Harassment and Violence in the Workplace

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-021, GEN-030, GEN-037, GEN-063, GEN-080, GEN-082, and GEN-083, GEN-134, GEN-135, and GEN-159

The CLC will promote awareness of workplace violence legislation and urge affiliates to continue to bargain for zero tolerance to all forms of violence in our workplaces.

To support this, the CLC will provide educational resource to federations and affiliates that will help them negotiate language into collective bargaining agreements that:

- a) provides 10 days of paid leave for employees experiencing family or domestic violence;
- b) implement workplace safety strategies and a timely and effective process for resolving concerns; and
- c) protect employees from adverse action or discrimination on the basis of their disclosure, experience, or perceived experience of domestic violence.

- d) The CLC will encourage its affiliates to promote and deliver Bystander Intervention Training.

Additionally, the CLC will

- e) lobby governments to work with employers and unions to implement ILO-C190 and pass legislation advancing rights and protections for workers in all jurisdictions;
- f) collaborate with partners to ensure C-190 provisions are reflected in the National Action Plan to End Gender Based Violence, as recommended by the Inquiry Report into Missing and Murdered Indigenous Women and Girls which will also address racism and hate crimes and provide mandatory training for union activists focused on gender-based discrimination, anti-racism, and human rights discrimination and ensure that this is a component of all basic steward and leadership training;
- g) lobbying for legislation, policies, enforcement mechanisms and investigative resources are needed to achieve the goal of effectively addressing workplace violence and harassment, including threats and verbal and sexual abuse, as well as domestic violence as it impacts the workplace;
- h) lobby the federal government to promote with our law enforcement sectors and judges the new regulation under C3 – Criminal Code requiring a court to consider the victim of an assault being a health care sector worker as an aggravating circumstance for the purposes of sentencing.
- i) advocate for stronger workplace protections from third party violence, from reprisals for reporting, appropriate actions to hold perpetrators accountable, and supports for workers experiencing violence and harassment;
- j) undertake a public awareness campaign; and
- k) create training, tools and resources for unions.

4. Composite Resolution: 2SLGBTQI+

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-016, GEN-076, GEN-103, GEN-143, GEN-144, and GEN-146.

Working with affiliates and allies, The CLC will:

- a) support awareness-raising campaigns and advocacy efforts, including initiatives aimed at combatting homophobia and transphobia in the education system;
- b) increase awareness on broader social and legal context in which 2SLGBTQI+ people live;
- c) promote familiarity with the degree that internalized discrimination impacts health;
- d) encourage affiliates to lobby governments to improve provincial and territorial health care coverage for gender-affirming care based on Yukon's framework adopted in 2021;
- e) collaborate with gender-diverse movements and organizations to lobby the federal government to provide funding for gender-affirming care that is not already covered by provincial and territorial health plans such as craniofacial surgery;
- f) ensure training for medical professionals on providing gender-affirming care based on the international standards of the WPATH;
- g) call on the provincial government to create 2SLGBTQI+ friendly environments, where people want to come out and enjoy their golden rainbow years;
- h) promote understanding of social determinants of physical and mental health;
- i) lobby all levels of government to ensure that Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, or asexual

(2SLGBTQIA+) people have access to mental-wellness care that meets the needs of each individual;

- j) promote family acceptance of 2SLGBTQI+ adolescents and encourage them to connect with 2SLGBTQI+ communities;
- k) provide appropriate equity training for suicide response and crisis; intervention of LGBTQ2S+ clients, and ensure gender of trans clients is not misidentified;
- l) improve recognition that multiple marginalized communities face additional barriers to maintaining good mental health;
- m) increase familiarity with resources to support 2SLGBTQI+ people at greatest risk for mental health;
- n) lobby the federal government to consult with all provinces, territories, and municipalities in efforts to enact complementary prohibitions on conversion practices;
- o) partner with No Conversion Canada and leading 2SLGBTQI+ advocate groups to develop and resources on the harms of conversion practices and ways union members can identify, spot, combat, advocate for and heal from these practices;
- p) create a guide for unions on how we can support intersex workers and promote intersex rights;
- q) pressure the federal government to end coercive, non-consensual surgeries on intersex people;
- r) not support or donate money to organizations who discriminate against trans and non-binary folks or groups; and
- s) encourage organizations who are trans exclusionary to change their practices, and will encourage affiliates to donate their dollars to Trans inclusive organizations.

5. Composite Resolution: Residential Schools

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-004 and GEN-101.

The CLC will:

- a) support the calls by Indigenous Nations, scholars, and activists for an independent, internationally led criminal investigation by appropriate bodies of the United Nations into the Canadian state's design, implementation, and administration of the Indian Residential School System and its ongoing destructive impact on Indigenous nations;
- b) call on the federal government to fund searches of all residential school grounds through:
 - i. An Indigenous-specific lobby day on Parliament Hill with a focus on lobbying for funding for searching residential school grounds, as well as other prioritized issues impacting Indigenous people and communities, such as increasing funding for Indigenous healthcare nationally, and making Indigenous cultural safety training mandatory for healthcare workers.
 - ii. An ongoing social media campaign to support this call.
 - iii. Active support of ongoing advocacy by Indigenous communities, organizations and individuals, including participation in related rallies and events.

6. Composite Resolution: Systemic Racism

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-081 and GEN-085.

The CLC will:

- a) forcefully acknowledge the existence of systemic racism and discrimination and make the necessary representations to government to ensure that all people are treated equally;

- b) reflect on the existence of systemic racism and discrimination among employers and within union structures and take the necessary steps to correct any identified patterns of systemic racism or discrimination within its structures, where appropriate;
- c) strongly encourage all its affiliates to engage in a similar process of reflection on their structures and to analyze collective agreements for systemic racism and discrimination, and that it encourage them to include corrective measures in their bargaining agendas, where appropriate; and
- d) demonstrate its solidarity with those impacted by systemic racism and discrimination by calling it out whenever and wherever it is encountered, whether it be perpetrated by governments, businesses, groups or individuals.

7. Composite Resolution: Telecommunications

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-084 and GEN-119.

The CLC will:

- a) with the support of its affiliates, make the necessary representations to the federal government so that companies that receive federal government subsidies are required to disclose data on the volume of work sent outside Canada;
- b) oppose the outsourcing and offshoring of Canadian jobs in the telecommunications sector; and
- c) lobby the federal government to ensure that the telecommunications sector remains in Canadian hands and will resist the acquisition of Canadian telecom companies by foreign investors.

8. Composite Resolution: Accessibility and Disability

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-020, GEN-046, and GEN-142.

Working with affiliates and allies, the CLC will:

- a) lobby the federal government to pass a Canadians with Disabilities Act;
- b) research and publish findings on what unions and the labour movement can do to support workers with episodic disabilities such as provisions in collective agreements;
- c) campaign to have visual notice boards required at all transportation facilities to assist the travel of the hearing impaired;
- d) lobby training and regulation bodies such as colleges, universities, professional accreditation associations to develop training and accreditation for persons with diverse learning abilities; and
- e) work to establish a program to ensure that adequate supports are available in every community to meet the needs of all people with chronic, long-term disabilities.

9. Composite Resolution: Pandemic

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-007, GEN-008, GEN-026, GEN-027, GEN-029, and GEN-061.

Working with affiliates and allies, the CLC will:

- a) address government and public health's failure to collaborate and follow the precautionary principle when it comes to:
 - i. Recognizing airborne transmission of COVID-19;
 - ii. Implementing necessary hierarchies of controls for different modes of transmission and variants (e.g., ventilation, respirators);
 - iii. Planning for current and future emergencies.

- b) call on all levels of government to legislate a system of requiring employers to pay premium pay on all hours worked by employees during a declared emergency by any level of government;
- c) work with provincial federations of labour to ensure all workers in Canada have access to legislated paid sick days on the job;
- d) urge the federal government to fund research on the long-term effects of the Coronavirus; and
- e) lobby the federal government for support to workers with disabilities related to long Covid-19.
- f) Participate in the Pandemic Treaty (PT) stakeholders' meetings and global public hearings taking place.
- g) Ensure that workers' rights and interests are recognized by the PT.
- h) Consult CLC affiliates to determine workers' priorities to be recognized in the PT.
- i) Monitor the treaty process (sessions and public hearings) and review any published drafts.
- j) Raise public awareness about the PT.

10. Composite Resolution: Organizing Gig Workers

The Committee recommends concurrence in the following composite resolution, covering resolutions: Resolutions GEN-014, GEN-104 and GEN-138.

Working with affiliates and allies, the CLC will:

- a) research, develop and launch a campaign to improve the lives of gig workers and ensure they have protections, benefits, and collective bargaining rights under the guidance of a Gig Worker CLC committee comprised of interested affiliates;
- b) ensure that new app-based technologies do not lead to a denigration of working conditions for workers in this sector;
- c) support workers and unions to organize the gig economy, including through new methods;
- d) work to modernize labour codes and employment standards to reflect the realities of workers in the gig economy, ensuring that workers therein are legally defined as workers;
- e) ensure that workers in the gig economy enjoy the same rights as all workers, including collective bargaining;
- f) work to modernize tax legislation, ensuring that employers in the gig economy pay their fair share in taxes;
- g) lobby governments to adopt measures to make work less precarious that would make it easier for workers to organize into unions, improving employment standards, and removing barriers to eligibility for government programs like employment insurance;
- h) support drives to unionize precarious workers and precarious places of employment; and
- i) coordinate a country-wide campaign to ensure that gig workers enjoy the same legal rights as other workers, including access to unions and collective bargaining.

11. Composite Resolution: Ukraine

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-006, GEN-098, and GEN-099.

The CLC will:

- a) have this CLC Convention stand opposed to the current Russian war and occupation of Ukraine;
- b) advocate for the health, safety and well being of Ukrainians, and all other underrepresented groups who have chosen to make Canada their new home;
- c) reach out and work with the Ukrainian Canadian Congress, and any other applicable organizations to organize efforts to support displaced Ukrainians in Canada, particularly in securing work;
- d) divest all assets that are directly or indirectly supporting the Russian state and encourage all affiliates to do the same;
- e) call for an immediate ceasefire;
- f) call for the repatriation of all foreign troops and weapons in the region; and
- g) call for negotiations leading to a peaceful, political solution.

12. Composite Resolution: Medical Procurement and Supply

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-058 and GEN-092.

Working with affiliates and allies, the CLC will:

- a) the federal government to acquire national production capacities in certain strategic sectors, such as biofood and pharmaceuticals; and
- b) lobby all levels of government to develop and implement policies and legislation that will result in ensuring that Canada will be self-sufficient and have a secured strategic reserve of critical, vital and essential medical supplies and equipment that are made in Canada to better deal with all new crises.

13. Composite Resolution: Artificial Intelligence

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-002, GEN-005, GEN-066, GEN-067, GEN-071, and GEN-157.

Working with affiliates and allies, the CLC will:

- a) call upon the Federal Government to create a Federal Registry, with an annual registration fee, for all automation devices and Artificial Intelligence (AI) control units used in manufacturing, service and communications industries in Canada;
- b) call for the Registry to monitor the automation and AI growth; that the data gathered be used to aid in the formation of future fees and for taxes on such devices to benefit displaced workers with compensation including paid re-training for replacement jobs;
- c) press for new mobile technology-based technologies not to lead to deteriorating working conditions for workers in the digital platform economy and for them to enjoy the same rights as other workers, including the right to collective bargaining;
- d) support workers and unions to organize this sector and lobby to modernize labour codes and tax laws by ensuring that employers in the digital platform economy pay their fair share of taxes and obligations;
- e) lobby the federal government to limit the expanded usage of automation and artificial intelligence being used at IRCC; and
- f) endorse Member of Parliament Peter Julian's Private Member's Bill C-292, *An Act Respecting Transparency for Online Algorithms*.

14. Resolution GEN-115: Support the New Democratic Party

The Committee recommends concurrence.

Renew and activate CLC's partnership and endorsement of the federal New Democratic Party. Redouble our efforts to train union members as NDP volunteers and encourage individual donations to the NDP

15. Composite Resolution: Access to Vaccines

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-025 and GEN-094.

The CLC will:

- a) endorse and promote the global campaign for a Trade-Related Aspects of Intellectual Property Rights (TRIPS) waiver for vaccine and medical technology;
- b) highlight how TRIPS contributes to global vaccine inequality;
- c) condemn the Canadian government for refusing to vote for the TRIPS waiver;
- d) educate the public about the inequality of global vaccine technology;
- e) lobby the federal government to support a TRIPs waiver;
- f) promote ongoing research, develop communications strategies, and organize actions that will address the global inequality of access to vaccines and medical technology;
- g) demand that vaccines be recognized as a common good of humanity that cannot be patented; and
- h) call on the federal government to invest more in global and equitable access to vaccines in a spirit of international solidarity.

16. Composite Resolution: Iran

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-057 and GEN-097.

The CLC will:

- a) condemn the atrocities and violence inflicted by the Iranian regime resulting in the death of over 300 civilians in just two months for protesting the government and advocating for women's rights;
- b) lobby with relevant international labour organizations, to expel Iran from ILO;
- c) stand with people of Iran in their fight for freedom, encourage affiliate unions to engage in solidarity actions, and provide financial assistance to their strike fund and solidarity organizations;
- d) lobby Members of Parliament to sponsor and advocate for political prisoners in Iran whose lives are at high risk; and
- e) lobby the federal government to put pressure on other countries to take steps to isolate Iran's regime on a global level and designate the Islamic Revolutionary Guard Corps (IRGC) as a terrorist organization.

17. Composite Resolution: French Language

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-128 and GEN-129.

The CLC will:

- a) press the federal government and especially the Treasury Board so that the latter adopt a meaningful language policy promoting the use of French at work within federal departments and agencies; and
- b) lobby the federal government to propose a new Official Languages Act taking into account the reality of the French language in Canada in order to curb the decline observed over the past 50 years.

18. Composite Resolution: Status of Immigrants – Refugees

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-038, GEN-064, and GEN-114.

Working with affiliates and allies, the CLC will:

- a) work with like-minded partners and different levels of government to inform the public about the humanitarian needs of refugees and work to eradicate the myths surrounding refugees;
- b) work with relevant international organizations, such as Public Services International and the International Trade Union Confederation, ask the federal government to recognize the ongoing humanitarian crises in north of Africa, and to open its immigration programs to those fleeing this area;
- c) call on the federal government to increase the number of refugees welcomed to Canada and to act fairly on receiving refugees from diverse countries and nationalities; and
- d) call on all levels of government in Canada to dedicate resources to assist the integration of refugees and immigrants displaced by climate change.

19. Composite Resolution: Status of Immigrants

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-028, GEN-062, GEN-070, and GEN-113.

The CLC will:

- a) demand that the federal government and all provincial and territorial governments protect people equally and grant permanent residency to all working people who seek it regardless of their immigration status including people waiting for their regularization and thousands of people who live without status who work in absolute precariousness, even as they contribute positively to our communities;

- b) encourage affiliates to support the organizing work of Migrant Workers Alliance for Change, Justicia for Migrant Workers, Migrant Rights Network, and other migrant-led organizations;
- c) encourage affiliates to develop union education about the importance of full immigration status for all, drawing on resources of migrant-led organizations; and
- d) encourage affiliates to provide financial support to migrant-led organizations.

20. Composite Resolution: Government Action for Workers

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-065, GEN-068, GEN-116, and GEN-117.

Working with affiliates and allies, the CLC will lobby to:

- a) make changes to the Federal Public Sector Labour Relations and Employment Act allowing applicable unions to negotiate staffing and operational provisions into collective agreements;
- b) urge the federal government to retain enough compensation personnel to fix the backlog of Phoenix-related pay problems and address new ones as they arise;
- c) provide fair compensation for Phoenix damages past 2020 to all workers impacted;
- d) end the recovery of Phoenix-related overpayments;
- e) launch a national public inquiry into the Phoenix disaster;
- f) urge the federal government to:
 - i. undertake public service renewal to build the capacity to meet the needs of citizens and build sustainable communities;

- ii. re-nationalize public services where necessary, stop privatization and reliance on precarious workers;
- iii. meaningfully consult with unions and workers;
- iv. allow federal government employees to speak truth to power and whistle-blow without repercussions; and
- v. reconstitute the Canada Infrastructure Bank to focus on public financing of public infrastructure that advance greenhouse gas reductions and good jobs.

21. Composite Resolution: Free Education

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-049, GEN-050, and GEN-072.

Working with affiliates and allies, the CLC will:

- a) call on the federal government to work with the provinces towards the implementation of a national post-secondary education and training strategy aimed at increasing apprenticeship opportunities, removing barriers to access and participation in post-secondary education;
- b) urge the federal government to eliminate tuition fees and student debt across Canada toward a tuition-free education model like other OECD countries, making education accessible to all; and
- c) work to ensure that all elements of the overall student experience including housing, public transport and grants are available to all students.

22. Composite Resolution: Anti-Racism

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-110 and GEN-150.

The CLC will:

- a) expand and deepen its human rights/anti-racism training within organized labour to strengthen community solidarity actions that fight back against and neutralize the far right's efforts to bring white supremacy into the mainstream; and
- b) by building a broad coalition, the CLC will create a vocal opposition to blatant public racism, Islamophobia and anti-Semitism, and against far-right fringe leaders (e.g., of the Convoy) who have manipulated COVID anxieties, concerns and hardships to create deeply troubling divisions in society.

23. Composite Resolution: Psychological Health in The Workplace

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-059 and GEN-120.

The CLC will advocate for psychological harassment to be added to the definition of workplace harassment in all jurisdictions in Canada.

The CLC will advocate that legislation require the development and maintenance of mental health barrier reviews in the same manner as physical barrier reviews are conducted.

The CLC will advocate that employers adopt and implement the National Standard for Psychological Health and Safety in the Workplace, and that government provide guidance and financial support to employers for the purpose of implementing to the National Standard.

And the CLC will advocate the National Standard to be added to the Canada Labour Code.

24. Composite Resolution: Engaging Young Workers in the Labour Movement

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-018 and GEN-054.

The CLC will:

- a) develop resources to encourage young workers to join the labour movement by providing information about campaigns, initiatives, and information about becoming a labour activist;
- b) explore ways to provide information about unions to post-secondary institutions and academic programs where students may be entering a unionized workplace;
- c) lobby for the inclusion of union history into school curricula;
- d) investigate the possibility of a Canada-wide mentoring program; and
- e) highlight the accomplishments of young workers.

25. Composite Resolution: Sex Workers

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-040, GEN-096, and GEN-156.

Working with affiliates and allies, the CLC will:

- a) publicly support and promote the full decriminalization of sex work, working with sex workers and sex-worker-led organizations, and international labour movement where appropriate;
- b) lobby for, support, and promote the repeal of Bill C-36, the *Protection of Communities and Exploited Persons Act*;
- c) lobby the federal government for the elimination of provisions in the Immigration and Refugee Protection Regulation (IRPR) that prohibits anyone with temporary immigration status in Canada from working with an employer who, on a regular basis, offers striptease, erotic dance, escort services or erotic massages; and

- d) publicly support sex workers who are mobilizing, organizing, resisting, and seeking to improve their working conditions and in their struggle to organize into a union.

26. Composite Resolution: Phone Scams

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-001, GEN-127, and GEN-158.

The CLC will call on the Federal Government to enact laws that any agreement or contract over the phone is not binding until a written document is personally signed.

27. Composite Resolution: Municipal Government

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-113 and GEN-136.

The CLC will convene a discussion among all interested Labour Councils about a new deal for cities and what that might look like, including appropriate funding arrangements and powers.

28. Resolution GEN-009: Amend Occupational Exposure Limit for Diesel Emissions

The Committee recommends concurrence.

We request that the Canadian Labour Congress actively lobby all levels of federal and provincial governments to lower the occupational exposure limit for diesel emissions to a safe limit of 20 µg/m³ or lower for all underground workers in Canada.

29. Resolution GEN-010: Fridays for Future

The Committee recommends concurrence.

The CLC will: Urge Labour Councils to work with affiliated Local Unions to collaborate with their Local's Committees to promote and participate in the annual event of Fridays for Future and other environment saving/protecting events.

30. Resolution GEN-011: Parental Leave

The Committee recommends concurrence.

The CLC resolves to promote a systematic review of Parental Leave articles in Collective Agreements within Canada to ensure they are inclusive of non-traditional families and in alignment with the changes to Child Welfare models across Canada as encapsulated by the new ideology of Permanency Planning.

31. Resolution GEN-015: Justice Workers

The Committee recommends concurrence.

The CLC will:

- a) Defend and promote the rights of all justice workers (JW).
- b) Condemn the overcrowding crisis in provincial correctional facilities.
- c) Highlight the crisis of understaffing and retention and recruitment resulting from inadequate compensation, poor health and safety, and violence.
- d) Lobby to improve working conditions for JWs.
- e) Develop actions and communications strategies addressing the crisis in criminal justice systems.
- f) Educate the public that incarcerating people with addictions and mental illness is an inhumane, unjust policy response to inadequate mental health supports.

32. Resolution GEN-017: Policing

The Committee recommends concurrence.

The CLC will:

- a) Lobby for Indigenous, Black, and people of colour civilian bodies in all jurisdictions to oversee police investigations (noting that

IBPOC are not a monolith and representation on civilian bodies should reflect that).

- b) Partner with equity and racial justice organizations to create a library of multimedia tools to support discussions about the reality of systemic racism and about how members can work to build inclusive workplaces and communities.
- c) Work to help end hate and the spread of fascist ideologies.

33. Resolution GEN-022: Violence Against Women and Children

The Committee recommends concurrence.

The CLC will:

- a) Urge all levels of government to provide affordable housing, adequately resourced shelters, transition houses, and community supports for women and children escaping violence and provide supports for abusers seeking to end the cycle of violence.
- b) Call on governments to introduce within schools' curriculums educational programs on consent, anti-violence, and healthy forms of relationships.
- c) Pressure provincial and territorial governments to implement paid domestic violence leave of at least 5 days per year.

34. Resolution GEN-118: Westray

The Committee recommends concurrence.

The CLC will support the USW Stop the Killing – Enforce the Law campaign which includes the following initiatives:

- a) Crown attorneys be educated, trained and directed to apply Westray amendments;
- b) Educated prosecutors are given the responsibility for workplace fatalities;

- c) Police be educated, trained and directed to apply Westray amendments;
- d) Greater coordination among regulators, police and Crowns to ensure enforcement.

35. Resolution GEN-123: Injured Workers

The Committee recommends concurrence.

The will CLC support injured workers' organizations and their national umbrella group, the Canadian Injured Workers' Alliance; and the CLC will encourage Federations of Labour, Labour Councils and Affiliates to actively support the organizing of injured workers and injured workers' groups and to contribute financially wherever possible to these endeavours; and the CLC will encourage Federations of Labour, Labour Councils and Affiliates to seek the input of injured workers groups in the development of labour policy around compensation and health and safety.

36. Resolution GEN-023: Federal Non-Disclosure Agreements

The Committee recommends concurrence.

The CLC will:

- a) Urge provincial and federal governments to implement legislation that would severely limit the use of nondisclosure agreements (NDAs) and ban them entirely in cases of abuse, harassment, and discrimination.
- b) Support groups such as Can't Buy My Silence, who are raising awareness of the issue.

37. Resolution GEN-024: Columbia

The Committee recommends concurrence.

The CLC will:

- a) Urge the Colombian government to respond to the demands of workers' and people's movements.

- b) Continue to build solidarity with Colombian unions and human rights groups.
- c) Monitor key developments, such as labour reforms and the potential renegotiation of the Canada-Colombia Free Trade Agreement, and intervene to support Colombian allies when needed.
- d) Continue to condemn rights violations and pressure the Canadian government to do the same.

38. Resolution GEN-032: IHRA Definition of Anti-Semitism

The Committee recommends concurrence.

The CLC will:

- a) affirm and widely publicize opposition to the IHRA definition of antisemitism; and
- b) educate its affiliates about the threats posed by the IHRA definition, and about alternative approaches to fighting antisemitism that distinguish between hate speech and political speech.

39. Resolution GEN-154: Israeli Apartheid

The Committee recommends concurrence.

The CLC will:

- a) Demand the Israeli Apartheid Wall be immediately torn down;
- b) Demand the Israeli Government immediately withdraw from the occupied territories;
- c) Demand the Canadian Government increase humanitarian aid to Palestinians;
- d) Support the international campaign of boycott, divestment and sanctions (BDS) until Israel recognizes Palestinian right to

self-determination and complies with international law including the right of return.

40. Resolution GEN-141: Campaign for Clean, Safe Water

The Committee recommends concurrence.

The CLC will: coordinate efforts between interested affiliates, communities and organizations to develop and promote a safe drinking water campaign that targets union members and the general public within one (1) year of this convention.

41. Resolution GEN-060: 4 Day Work Week

The Committee recommends concurrence.

The CLC will execute a campaign to pressure employers to implement a four-day work week across the country, without changing wages or hours worked in a day, effectively creating a three-day weekend.

42. Resolution GEN-033: International Waste Disposal

The Committee recommends concurrence.

The CLC will lobby the federal government to stop sending garbage and toxic waste to other countries.

43. Resolution GEN-034: Health

The Committee recommends concurrence.

The CLC will support the efforts of the Rotary Club of Nipissing to register 17–35-year-old persons as potential stem cell donors; that the CLC help by disseminating appropriate information and participate in community events designed to promote the registration of potential stem cell donors; and, that any involvement in this endeavour would match the goals and values of the CLC.

44. Resolution GEN-039: Solidarity with the people of Hong Kong

The Committee recommends concurrence.

The CLC will:

- a) stand in solidarity with the people of Hong Kong in their defence of democracy, civil rights, and human rights; and
- b) strongly condemn the government of China's persecution, detention and attempted cultural genocide of the Uighur peoples in Xinjiang.

45. Resolution GEN-044: Police Investigation Processes

The Committee recommends concurrence.

The CLC will:

- a) lobby the federal government to create impartial police investigations' processes; and
- b) lobby against injustices by police authorities toward Indigenous Peoples; and
- c) lobby appropriate governments to hold police for greater accountability.

46. Resolution GEN-045: Food Security

The Committee recommends concurrence.

The CLC will lobby the federal government to ensure all food in the Canadian market is safe such as the "General Food Law" of the European Union.

47. Resolution GEN-047: Inclusive and Supportive Workplaces

The Committee recommends concurrence.

The CLC will lobby the federal government to undertake a process to identify and address systems of discrimination, oppression, and racism with policies, practices and procedures. And by finding meaningful ways to tear down these barriers and create more inclusive and supportive workplaces.

48. Resolution GEN-048: Medical Schools

The Committee recommends concurrence.

The CLC will lobby the federal government to increase the number of medical school spaces available to Canadian students on an ongoing basis. This would result in higher retention which will help strengthen our health care system and allow for a safer patient-to-doctor ratio.

49. Resolution GEN-052: Healthy School Food

The Committee recommends concurrence.

The CLC will:

- a) lobby the federal government to: o provide sustained funding and implement a universal cost-shared Healthy School Food program for K-12 students that meets the diverse needs of all students including those who are Indigenous, Black, and People of Colour (IBPOC); and
- b) to commit to adequate training, funding, and employment standards for workers in these programs; and support and work with the Coalition for Healthy School Food to mobilize workers and broader society to advocate for healthy school food.

50. Resolution GEN-053: Lowering the Voting Age

The Committee recommends concurrence.

The CLC will advocate that the voting age in Canada be lowered to age 16.

51. Resolution GEN-056: Update CLC Website

The Committee recommends concurrence.

The CLC will list on their website all current committees and working groups and how to find out more about their work.

52. Resolution GEN-069: Cyberbullying

The Committee recommends concurrence.

The CLC will lobby the federal government to ensure that the necessary material and human resources are allocated to police forces and all stakeholders in order to prevent and counter cyberbullying.

53. Resolution GEN-074: Federal Funding for Legal Aid Services

The Committee recommends concurrence.

The CLC will pressure the federal government to work with the provincial governments to reinstate 50-50 cost sharing for legal aid services, and the CLC actively work with civil society partners who are engaged in campaigns to ensure equal access to justice for marginalized Canadians.

54. Resolution GEN-079: Combatting Racism and Hate in Canada Through the Collective Bargaining Process

The Committee recommends concurrence.

The CLC will:

- a) Develop resources and workshops on best practices that combat workplace racism and hate through collective bargaining and contract negotiations.
- b) Lobby the federal government to support initiatives that address racism in society and support grassroots organizations leading this work.
- c) Lobby the federal government to create a legislative framework that solidifies the Anti-Racism Secretariat as a permanent fixture within Canadian governance.

55. Resolution GEN-087: Protection of the Status of Post-Doctoral Fellows as Highly Qualified Personnel

The Committee recommends concurrence.

The CLC lobby government, higher education institutions, and the public to demand that the status of post-doctoral workers be recognized and protected. This includes a ban on referring to a post-doctoral fellow as a student, intern or other inappropriate term in any written document, as this is detrimental to their career development and salary progression.

56. Resolution GEN-089: Offshore Subcontracting and Workers' Rights

The Committee recommends concurrence.

The CLC will denounce the situation experienced by the workers of Xceed, the Egyptian subcontractor involved, as well as all similar subcontracting situations. That the CLC pressure the government to take the necessary steps to ensure that companies act in a manner that respects human and labour rights.

57. Resolution GEN-090: Adding a Collective Right of Refusal to The Canada Labour Code

The Committee recommends concurrence.

That the CLC demand that a collective right of refusal be added to the Canada Labour Code.

58. Resolution GEN-091: For Telework that Meets Workers' Needs

The Committee recommends concurrence.

The CLC will demand that the Canada Labour Code be amended to require the negotiation of telework and to adapt anti-scab provisions to this new context.

The CLC will call for the improvement of labour standards by requiring:

- a) that telework be voluntary and reversible;
- b) that the costs and equipment necessary for telework be paid for by the employer;
- c) a right to disconnect;
- d) a genuine right to refuse overtime.

59. Resolution GEN-095: Fair Pay for Federal Government Workers

The Committee recommends concurrence.

The CLC and its affiliates will:

- a) Develop a proposal and lobby the federal government for a Fair Pay Agreement model for federally regulated workers (aka sectoral bargaining), based on the New Zealand model with some 'made in Canada' improvements, and identify the sectors that are key priorities;
- b) Create an educational campaign for the public to understand what a Fair Pay Agreement model is and how it benefits everyone;
- c) Support affiliates looking to internally organize patchwork bargaining units; and
- d) Support affiliates' campaigns in their own provinces to push for Fair Pay Agreement models.

60. Resolution GEN-105: Commercial Lockout

The Committee recommends concurrence.

The CLC commits to work closely with ACTRA on its unprecedented year-long lockout of a large portion of its membership by coordinating the efforts of affiliates to amplify ACTRA's campaign, to ensure affiliates aren't inadvertently contracting scab commercials, support its lobby with governments and help to win back its commercial work.

61. Resolution GEN-107: To Recognize the Findings of Mass Shooting Inquiries

The Committee recommends concurrence.

That the CLC lobby all levels of government for meaningful consideration and acknowledgement of the recommendations from the findings of these inquiries.

62. Resolution GEN-112: Young Workers & the Environment

The Committee recommends concurrence.

The CLC will:

- a) make it a priority to provide spaces for young workers to participate in conferences and events related to climate justice and just transition; and
- b) hold a joint meeting of the Environment Advisory Committee and the Young Workers' Advisory Committee.

63. Resolution GEN-121: Mandatory Human Rights and Environmental Due Diligence

The Committee recommends concurrence.

The CLC will urge the Canadian government to enact a law that would require Canadian companies to respect human rights and the environment throughout their global operations and supply chains, otherwise known as a mandatory human rights and environmental due diligence (mHREDD) law.

64. Resolution GEN-122: Rana Plaza

The Committee recommends concurrence.

That on this sad anniversary, the CLC reiterates our commitment to stand solidarity with workers' rights activists and independent trade unions in Bangladesh and CLC continue to actively campaign to pressure Canadian brands and retailers to pay living wages and respect workers' rights in their global supply chains.

65. Resolution GEN-124: Solidarity with the Mexican Labour Movement

The Committee recommends concurrence.

The CLC will urge the Canadian Government to express its concern to the Mexican Government that all cases be investigated of alleged labour and human rights violations, with sanctions imposed on offending employers and organizations; and the CLC will urge the Canadian Government to investigate any human or worker rights cases implicating a Canadian corporation; and the CLC will urge the

Canadian Government to extend its financial support for progressive unions for the implementation of reforms to Mexican labour law beyond 2025.

66. Resolution GEN-125: Address Anti-Black Racism in Federal Public Service

The Committee recommends concurrence.

The CLC urges the federal government to:

- a) publicly apologize to Black federal public service workers • provide restitution by settling the Black Class Action lawsuit;
- b) launch a Black-led, trauma-informed, culturally sensitive mental health program for Black federal public service workers without delay; and
- c) implement long-term solutions to permanently address systemic racism and discrimination in Canada's public service.

67. Resolution GEN-126: Support to Stop the Privatization of Rural Post Offices

The Committee recommends concurrence.

The CLC will lobby the Federal Government to maintain the 1994 Moratorium against post office closures in over 3,000 CPAA operated Rural Post Offices.

68. Resolution GEN-131: Eliminate Canada's Temporary Foreign Worker Program (Tfwp)

The Committee recommends concurrence.

The CLC will lobby the Government of Canada to eliminate the TFWP and be a beacon to more immigrants looking to make Canada their home, free of two-tier wage exploitation.

69. Resolution GEN-133: Granting Permanent Residency to Foreign Workers

The Committee recommends concurrence.

Canada's unions demand that the federal government and all provincial and territorial governments protect people equally and grant permanent residency to all working people who seek it.

70. Resolution GEN-137: Expansion of Canada Post

The Committee recommends concurrence.

The CLC will:

- a) Advocate for the expansion of services offered through Canada Post by offering a national check-in service program for seniors and people with mobility issues;
- b) Advocate for the implementation of community hubs at post offices throughout the country in order to provide basic public services, postal banking and improved communication services where such a need exists;
- c) Support the implementation of a nationwide system of electric vehicle charging stations at select post offices in areas where access is otherwise lacking;
- d) Advocate for a Canada Post which continually experiments with innovation in the public interest.

71. Resolution GEN-140: Supporting Indigenous Activists who are Defending the Earth

The Committee recommends concurrence.

The CLC will offer in kind service, material and/or financial support to Indigenous activists and their allies who are struggling to defend the stability of the planet.

72. Resolution GEN-145: HIV Stigma

The Committee recommends concurrence.

The CLC will tackle HIV stigma and discrimination through education in a number of settings including: education, faith based organizations, health care settings, legal systems, the media, parliamentarians and the workplace.

73. Resolution GEN-147: Peace and Disarmament

The Committee recommends concurrence.

The CLC will be actively involved with the international labour movement in promoting world peace and demanding the disarmament of the major economic powers.

74. Resolution GEN-148: Anti-Oppression and Anti-Discrimination Training

The Committee recommends concurrence.

The CLC will ensure its Officers and Board members undergo anti-oppression and anti-discrimination training at the start of every term.

75. Resolution GEN-149: Union Solidarity Against Fascism

The Committee recommends concurrence.

The CLC will:

- a) Condemn fascism, white supremacy and oppressive ideologies as well as any organizations promoting these ideologies;
- b) Support organizations and movements fighting back against fascism; and
- c) Ensure affiliates take strong stances against fascism and oppressive ideologies and support organizations and movements who are fighting back.

76. Resolution GEN-151: Back to Work Legislation

The Committee recommends concurrence.

The CLC will:

- a) Condemn the use of back to work legislation.
- b) Assist the Canadian Union of Postal Workers in their struggle to exercise the right to free collective bargaining.
- c) Work with affiliates to educate and build worker capacity to oppose the use of back to work legislation.
- d) Work with affiliates to oppose elected officials who vote in favour of back to work legislation.

77. Resolution GEN-130: An Act Respecting French, The Official and Common Language of Québec

The Committee recommends referral.

The CLC will lobby the federal government to refrain from intervening in challenges to Bill 96 in Québec or in Canada.

78. Resolution GEN-152: ITUC

The Committee recommends non-concurrence.

The CLC will:

- a) Become an affiliate of the ITUC
- b) Encourage its affiliates to do the same.

79. Resolution GEN-086: Indigenous Rights

The Committee recommends non-concurrence.

The CLC, in collaboration with Indigenous representatives, will urge the federal government to continue and accelerate its efforts to implement the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission's

Calls to Action and the Viens Commission's Calls to Action that require a response on the part of the federal government.

80. Resolution GEN-155: Anti-Harassment for the Saskatchewan Federation of Labour

The Committee recommends non-concurrence.

The CLC will ensure its Officers and Board members undergo anti-oppression and anti-discrimination training at the start of every term.

Resolutions Covered by the Action Plan

The following resolutions are covered by the "Indigenous Action Plan":

Composite Resolution: UNDRIP, TRC, MMIWG

Incorporates Resolutions: GEN-019, GEN-031, GEN-051, GEN-075, GEN-077, GEN-102, GEN-106, and GEN-153.

The CLC will:

- a) lobby that Bill C-15, when implemented, ensures that Canada's laws and government policies are amended to provide protection at least as great as those afforded by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), including confirmation that:
 - i. UNDRIP shall inform the interpretation of s.35 of the Constitution.
 - ii. All references to "consultation and co-operation" shall meet the minimum standards of "free, prior and informed consent" in UNDRIP Article 19.
 - iii. UNDRIP Article 4 is adopted in its entirety, including providing the "ways and means for financing" self-determination and self-government.
- b) endorse the Calls for Justice in Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls;

- c) press the federal government to prioritize progress, and follow through on the 94 Truth & Reconciliation Calls to Action and the 231 Calls for Justice from the Final Report on the National Inquiry into Missing and Murdered Indigenous Women, Girls and Two-Spirit People; including Call to Action 11: “To provide adequate funding to end the backlog of First Nations students seeking a post-secondary education”;
- d) insist all levels of government implement the Truth and Reconciliation Commission’s 94 Calls to Action, as well as the 231 Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls’ final report;
- e) work with Indigenous representatives, federations and affiliates to demand that the provincial and territorial governments of Canada adopt and create policies and practices that honour the TRC Calls to Action and UNDRIP;
- f) pressure the federal government to complete the Calls to Action before the next election;
- g) design a campaign for advocacy of completion of the TRC Calls to Action and encourage affiliates to join;
- h) in support of TRC Call to Action #57, work with affiliates and allied organizations and institutions to prioritize educational materials and programs for workers on Indigenous histories;
- i) work with Indigenous representatives, federations and affiliates to demand that the Provincial and Territorial Governments of Canada adopt and recognize the Federal Government of Canada’s statutory holiday, the National Day for Truth and Reconciliation;
- j) urge all political parties at the federal level to provide the resources necessary to ensure clean, sustainable water to Indigenous communities immediately;

- k) ensure that work produced by the CLC is intersectional and examines the impact of issues on Indigenous people and communities; and
- l) work with Indigenous groups and organizations and continue to educate members and the public about the racism and inequality Indigenous people face.

Composite Resolution: Equity for Indigenous Children

Incorporates Resolutions: GEN-041 and GEN-078.

The CLC will:

- a) lobby to demand that the federal government abide by the ruling of the Canadian Human Rights Tribunal (CHRT) and cease discrimination against Indigenous children, families, and communities;
- b) lobby the government to fully endorse the Spirit Bear Plan; and
- c) lead a national Indigenous rights lobby day that includes equity for First Nations children, among other issues deemed to be a priority by Indigenous workers.

Resolution GEN-035: Clean Drinking water

Recommendation:

That the CLC work with affiliates to raise awareness about the need for safe drinking water for First Nations communities and lobby the federal government to ensure that the installation of safe drinking water infrastructure is fast-tracked and coupled with local training opportunities and good jobs in these communities.

Resolution GEN-042: Land Disputes

Recommendation:

The CLC will lobby the federal government to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honours the sovereignty of Indigenous nations, authority of Hereditary Chiefs, the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission Calls to Action, and the spirit of true reconciliation.

Resolution GEN-043: Indian Act

Recommendation:

The CLC will:

- a) lobby the Canadian government to review the Indian Act after thorough consultation with Canada's Indigenous Peoples, and amend or update it as needed, while also preserving the rights of Indigenous Peoples; and
- b) lobby the Canadian government to actively pursue reconciliation by giving Indigenous Peoples a seat at the table of policy and governance in Canada.

Composite Resolution: Clean, Safe Water

Incorporates Resolutions: GEN-019, GEN-093, and GEN-111

The CLC will:

- a) urge the federal government to:
 - i. Meet its 2015 commitment to end all long-term drinking water advisories in Indigenous communities by 2021

- ii. Ensure that solutions are Indigenous-led and that infrastructure is supported and maintained with sustainable and sufficient funding
- b) work with Indigenous communities and leaders on their campaigns to support clean drinking water for all;
- c) call on the federal government to prioritize the construction and funding of an appropriate water system for all First Nations communities;
- d) call on the federal government to commit to resolving all drinking water advisories in First Nations communities within three years.





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