



CANADIAN LABOUR CONGRESS

Resolutions

Policy and Constitutional proposals for
the consideration of Delegates to
the 30th Constitutional Convention

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Constitution and Structure Resolutions

Resolution CS-001

(Submitted by the International Longshore and Warehouse Union Canada, Receipt: 2661)

The Problem or Issue:

Unions that sign contracts that undercut other unions for the benefit of their Employer to gain more work. This is the new form of raiding.

The Action Requested:

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

Resolution CS-002

(Submitted by the Hamilton and District Labour Council, Receipt: 2671)

Problem:

The Constitution requires that affiliates must require local unions to join federations and labour councils yet there is no remedy to persuade or encourage affiliation to such bodies if a union's internal governance wouldn't allow for such measures.

Actions 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.

Resolution CS-003

(Submitted by the Canadian Union of Public Employees, Receipt: 2922; and National Union of Public and General Employees, Receipt: 2673)

The Issue:

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 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.

Resolution CS-004

(Submitted by the National Union of Public and General Employees, Receipt: 2676)

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.

Develop a national campaign to oppose raiding activities by the Union of Canadian Correctional Officers (UCCO-SACC-CSN).

Provide support to those unions facing a raid by UCCO-SACC-CSN.

Resolution CS-005

(Submitted by the National Union of Public and General Employees, Receipt: 2727)

The Issue:

Only affiliates can join the CLC, but the system for determining delegate entitlement does not account for internal structure of affiliates.

Unions similar in size can be entitled to very different numbers of delegates, depending on their internal structure.

These variations can result in unequal and undemocratic delegate entitlements.

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.

Resolution CS-006

(Submitted by the National Union of Public and General Employees, Receipt: 2773)

The CLC will:

- before the next convention, organize Regional International Solidarity conferences 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;

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.

Resolution CS-007

(Submitted by the Canadian Union of Public Employees, Receipt: 2921; and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2979)

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.

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.

Resolution CS-008

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2980)

THE PROBLEM:

The current system at the CLC for determining the number of delegates to Convention does not take into account the internal structure of all affiliated unions.

Unions with similar numbers of members can be entitled to very different numbers of delegates depending on their internal structure.

These variations in size and number of delegates can result in highly undemocratic delegate entitlements.

Further, under the current structure, more than ten thousand (10,000) delegates are entitled to credentials at the CLC Convention, which is both unworkable and allows individual affiliates to send thousands of delegates if they so choose.

This problem has resulted in the bussing in of delegates for 2-hours just to stack a vote. This has corrupted the CLC election process.

THE ACTION REQUESTED:

Amend Article 10 of the Constitution such that affiliated unions to the CLC are entitled to 1 delegate per 1,000 members.

Resolution CS-009

(Submitted by the Union of Safety and Justice Employees, Local 10088, Receipt: 2997)

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 in Canada. This task force will include representatives of Québec and the FTQ and translation or interpretation services will be provided for its various meetings and communications.

Resolution CS-010

(Submitted by the Canadian Union of Postal Workers, Receipt: 3037)

The CLC will:

1. Amend Article 20, Section 3 of the constitution to read "...to be elected from a caucus representing LGBTQ2S+ (Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex)...";
2. Amend any related or affected articles to reflect this change.

Because the current constitution as it relates to the Solidarity and Pride Caucus only references Lesbian, Gay, Bisexual and Transgendered delegates;

Because the language used by LGBTQ2S+ communities evolves over time.

Resolution CS-011

(Submitted by the CLC Canadian Council, Receipt: 3063)

The Problem or Issue:

Article 14, section 13, subsection (f) of the CLC Constitution makes reference to the CLC Ad-Hoc Finance Committee and does not define all of the responsibilities of this Committee. The Canadian Council resolved to better reflect the mandate of the Committee in the Constitution and remove the reference to "Ad Hoc," making it a standing committee of the CLC.

The Action Requested:

That 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.

Resolution CS-012

(Submitted by the CLC Canadian Council, Receipt: 3065)

The term "Aboriginal Peoples" is no longer in use as the collective term referring to First Nations, Inuit and Métis peoples in Canada; and

The term Indigenous Peoples has been widely embraced by organizations and communities as the preferred collective term and is consistent with international human rights instruments including the United Nations Declaration on the Rights of Indigenous Peoples and International Labour Organization Convention 169; and

The CLC has adopted the terms Indigenous Peoples and Indigenous workers in its communications and operations.

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.

Economic and Social Policy Resolutions

Resolution ESP-001

(Submitted by the Congress of Union Retirees of Canada, Receipt: 2714; Durham Region Labour Council, Receipt: 2623; Grey-Bruce Labour Council, Receipt: 2790; Sudbury and District Labour Council, Receipt: 2986; and Thunder Bay and District Labour Council, Receipt: 2649)

UN Convention on Aging & Older Persons

The CLC will, encourage & support the development of a UN Convention on the rights of the Aging & Older Persons.

Because, ageism has serious impacts & therefore needs to be understood & addressed. Despite more awareness of ageism in recent years, its prevalence remains deeply ingrained in stereotypes, behaviour, & government policy.

Because, ageism underpins many of the current dysfunctional approaches in elder care. The voices, choices, & engagement of elders are neither respected nor valued by decision makers.

Because, ageism, can pit one generation against one another, can devalue or limit our ability to benefit from what older generations can contribute, & can reduce opportunities for health, longevity, & well-being while also having far-reaching economic consequences.

Because, ageism & the neglect that so many elders experienced during the pandemic, we must recognize that denial of human rights of older persons.

Resolution ESP-002

(Submitted by the Durham Region Labour Council, Receipt: 2626; Grey-Bruce Labour Council, Receipt: 2793; North Bay and District Labour Council, Receipt: 2822; Regina and District Labour Council, Receipt: 3061; Sudbury and District Labour Council, Receipt: 2989; and Thunder Bay and District Labour Council, Receipt: 2652)

Healthcare

The CLC will, call upon the Federal government to expand funding for Canada's health care system, with dedicated transfers for investments addressing the staffing crisis, develop and fund a national dental care program; develop a

universal national pharmacare program, develop national standards for LTC and Homecare.

Because, the pandemic showed that Canada's health care system is grossly underfunded and is not able to provide adequate care.

Resolution ESP-003

(Submitted by the Congress of Union Retirees of Canada, Receipt: 2709; Durham Region Labour Council, Receipt: 2628; Grey-Bruce Labour Council, Receipt: 2795; North Bay and District Labour Council, Receipt: 2824; Sudbury and District Labour Council, Receipt: 2992; and Thunder Bay and District Labour Council, Receipt: 2654)

National Strategy on Seniors

The CLC will, lobby and monitor the Federal Government in its development of an up-to-date National Seniors' Strategy.

Because, approximately 1 in 5 Canadians will over 65 years of age by 2030. Recognizing that Canada's policy response to an ageing population is not adequate. The population shift is faster than ever before, health care, social services, and economic systems must be continuously reviewed to ensure that they remain sustainable and continue to meet the needs of all Canadians as they age.

Resolution ESP-004

(Submitted by the Congress of Union Retirees of Canada, Receipt: 2715; Durham Region Labour Council, Receipt: 2629; Grey-Bruce Labour Council, Receipt: 2796; North Bay and District Labour Council, Receipt: 2825; Regina and District Labour Council, Receipt: 3057; and Sudbury and District Labour Council, Receipt: 2994)

Lobby Federal Government to raise OAS, GIS and CPP

The CLC will, demand the Federal Government increase to OAS, GIS and CPP for all those eligible.

Because, seniors are suffering with a higher cost of living, currently above 10%, and are struggling to pay bills, and sometimes cutting medications to do so.

Resolution ESP-005

(Submitted by the Congress of Union Retirees of Canada, Receipt: 2710; Durham Region Labour Council, Receipt: 2630; Grey-Bruce Labour Council, Receipt: 2797; and Sudbury and District Labour Council, Receipt: 2996)

Protecting Workplace Pensions

The CLC will, support legislation that will amend the Bankruptcy and Insolvency Act, the Companies' Creditors Arrangement Act and the Pension Standards Act, 1985, that will give pensioners super priority for unfunded liabilities in private-sector, defined benefit company pension plans that would put pension liability ahead of secured and unsecured creditors.

Because, workers deserve pensions that are both decent and secure. The CLC must advocate for the protection of workplace defined benefit pension plans during Bankruptcy and Insolvency and the Companies' Creditors Arrangement Act proceedings.

Resolution ESP-006

(Submitted by the Durham Region Labour Council, Receipt: 2633)

Opiates at work in Ontario

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.

Because no worker should have to rely on opiates to return to work if they are still injured or experiencing chronic pain and we need to ensure workers insurance boards are properly addressing the issue of chronic pain instead of forcing workers to become reliant on heavy pharmaceuticals such as opiates in order to return to work.

Resolution ESP-007

(Submitted by the Vancouver and District Labour Council, Receipt: 2635)

WHEREAS lack of access to quality affordable housing is a critical issue facing working people; and

WHEREAS a massive build of non-market affordable housing is needed to address the housing affordability crisis; and

WHEREAS Indigenous people, and those from marginalized groups, are over-represented among those experiencing homelessness and housing insecurity; and

WHEREAS the private market alone cannot deliver the volume of affordable housing necessary to overcome this crisis, or an approach that tackles the systemic inequities of our current housing model; and

WHEREAS public support of housing construction should result in broad public benefit, and build housing for workers currently underserved in the housing market,

THE CANADIAN LABOUR CONGRESS WILL, with labour councils and federations, call on all levels of government to reduce barriers to the construction of affordable housing, and to explore and utilize all avenues to end the housing affordability crisis, including significant investment in non-market public housing.

Resolution ESP-008

(Submitted by the Vancouver and District Labour Council, Receipt: 2637)

WHEREAS the effects of the poisoned drug supply overdose crisis have had averse and often fatal impacts on working people; and

WHEREAS no person should die as a result of an unpredictable, illegal, and poisoned drug supply,

THE CANADIAN LABOUR CONGRESS WILL lobby the government of Canada to provide a safe, regulated drug supply (“safe supply”) for those who currently rely on the illegal drug market, in collaboration with evidence-based drug policy groups; and

THE CANADIAN LABOUR CONGRESS WILL FURTHER lobby the government of Canada to decriminalize the personal possession of drugs, in amounts deemed appropriate by evidence-based drug policy groups.

Resolution ESP-009

(Submitted by the Vancouver and District Labour Council, Receipt: 2638)

WHEREAS the pandemic brought forward mental health issues and crises that seem to be more prevalent than ever; and

WHEREAS mental health issues need to be discussed and encouraged to be discussed openly and safely, mental illnesses and issues will not be going away; and

WHEREAS the mental health coverage under most collective agreements is lacking in funds for supports and medication; and

WHEREAS mental health should be treated holistically with both a medical and a social model,

THE CANADIAN LABOUR CONGRESS WILL, with the provincial and territorial federations of labour, start a campaign to both the federal and provincial governments to include psychological counselling and psychiatric medications under provincial and federal medical care plans.

Resolution ESP-010

(Submitted by the International Brotherhood of Electrical Workers, Local 424, Receipt: 2646)

Fair Wages

WHEREAS, construction Fair Wage Acts have been a direct factor of having better apprenticeship outcomes; and

WHEREAS, Fair Wage Acts have been a proven way to reduce the underground economy, while stopping pernicious competition between contractors during an economic downturn.

THEREFORE, BE IT RESOLVED, that the delegates commit our support for the restoration of the Federal Fair Wages and Hours of Labour Act.

Resolution ESP-011

(Submitted by the Congress of Union Retirees of Canada, Receipt: 2711; Durham Region Labour Council, Receipt: 2624; Grey-Bruce Labour Council, Receipt: 2791; North Bay and District Labour Council, Receipt: 2820; Regina and District Labour Council, Receipt: 3059; Sudbury and District Labour Council, Receipt: 2987; and Thunder Bay and District Labour Council, Receipt: 2650)

Keep Via Rail Public

The CLC will, call on the Federal Government of Canada to stop all discussion on the privatization of Via Rail and keep it publicly owned.

Because, Canadians need a safe and sustainable passenger rail network that is publicly-funded.

Because, P3s are more costly, don't work and are proven to be less effective and efficient resulting in higher costs to the consumer and reduced service.

Resolution ESP-012

(Submitted by the Canadian Union of Postal Workers, Receipt: 3024; Congress of Union Retirees of Canada, Receipt: 2705; Durham Region Labour Council, Receipt: 2625; Grey-Bruce Labour Council, Receipt: 2792; North Bay and District Labour Council, Receipt: 2821; Regina and District Labour Council, Receipt: 3060; Sudbury and District Labour Council, Receipt: 2988; Thunder Bay and District Labour Council, Receipt: 2651; and Toronto and York Region Labour Council, Receipt: 2937)

Fair Taxation

The CLC will, call upon the Federal Government to take action on fair taxation reform including:

Implementing a wealth tax, a tax on windfall oil and gas profits, closing regressive tax loopholes, tax changes on financial institutions that have made strong profits during the pandemic, lowering the cap on stock option for CEOs, and top executives.

Address tax havens by the wealthy by strengthening the powers of the CRA to investigate the rich and corporations who use them.

Because, the tax system has become so unfair.

Because, it is time for those who have amassed incredible wealth to contribute to Canada's collective future.

Resolution ESP-013

(Submitted by the Canadian Union of Public Employees, Local 1978, Receipt: 2897; Guelph and District Labour Council, Receipt: 2787; and Thunder Bay and District Labour Council, Receipt: 2655)

ROLL-BACK INTEREST RATES!

Resolved the CLC demand government action to roll-back catastrophic interest rate hikes

Because 5 rate hikes in 9 months is based on the faulty assumption that workers' wages cause inflation, and that slashing wages and living standards through recession, mass layoffs and austerity will tame inflation;

Because massive corporate profiteering is the most significant contributor to inflation, alongside massive military spending (which has no productive value) and spending on war;

Because high interest rates threaten homeowners, who will pay up to \$1,000 / month more when renewing their mortgages, or default and lose their homes.

Because working people already live on their credit cards, paying exorbitant interest on balances they can't clear. Canada has the highest household debt levels of all OECD countries.

Because high interest rates are driving Canada into recession, and workers into debt and despair.

Resolution ESP-014

(Submitted by the Guelph and District Labour Council, Receipt: 2788; Canadian Union of Public Employees, Local 1978, Receipt: 2898, and Thunder Bay and District Labour Council, Receipt: 2656)

Roll Back Prices on Food, Fuel, Rents

RESOLVED the CLC demand government action to roll-back and freeze prices on food, fuel and rents

BECAUSE prices are rising at the fastest rate in 40 years, while real wages and purchasing power have sharply declined

BECAUSE a basic food basket is beyond the reach of many low-paid or precarious workers, pensioners and unemployed, forcing them to choose between food for themselves or their children; food or medicines; food or rent;

BECAUSE after-tax corporate profits sky-rocketed 59% to \$456 billion in 2021, then jumped to an astonishing \$523 billion by mid 2022. This includes Loblaw's whose profits rose 40% in 3 months.

BECAUSE corporate landlords made a killing with massive rent hikes, enabled by affordable housing shortages and high interest rates, while oil companies made a killing at the pumps, despite Canada's huge oil and gas reserves.

Resolution ESP-015

(Submitted by the Canadian Union of Public Employees, Local 1978, Receipt: 2899; and Thunder Bay and District Labour Council, Receipt: 2657)

Workers Fighting Back

Over the past year, workers have been in motion organizing new union members and resisting exploitative employers like Starbucks, and Amazon and others. While rents skyrocket, grocery bills rise, and inflation runs rampant, CEO wages have never been higher and corporate profits are at record levels.

Workers are angry and ready to fight back. United, and working together, unions fought off some of the worst Tory attacks on collective bargaining this past year. Gains have been made in affordable child care and in a universal dental plan.

We must keep this momentum going, so: The Congress will launch a Fight Back campaign to be led by the Labour Councils (who will receive special funding for this project). Working with community partners, we will work together to demand lower grocery bills, rent reductions and build solidarity for each others' struggles. In particular, these efforts should emphasize on-the-ground mobilisation.

Resolution ESP-016

(Submitted by the Guelph and District Labour Council, Receipt: 2789; and Thunder Bay and District Labour Council, Receipt: 2658)

MAKE EI NON-CONTRIBUTORY AND UNIVERSALLY ACCESSIBLE

RESOLVED the CLC press Parliament to enact non-contributory employment insurance, covering all the unemployed for the full duration of unemployment, at 90% of previous earnings

BECAUSE fewer than 40% of contributors are eligible to collect EI when they need it, while employers have enjoyed significant contribution holidays;

BECAUSE the benefit top-ups to \$500 / week during COVID have ended, and benefits are reduced;

BECAUSE inflation and sky-rocketing interest rates are leading to another recession and hundreds of thousands of new job losses in 2023;

BECAUSE the EI fund was raided for 30 years to finance corporate tax cuts while workers' access was cut, and benefits frozen;

BECAUSE thousands of unemployed joined the On to Ottawa Trek in 1935 to win unemployment insurance, labour must rise and fight for the unemployed today

Resolution ESP-017

(Submitted by the Canadian Union of Public Employees, Local 79, Receipt: 2664)

WAGE SUBSIDIES TO HELP ONBOARD AND TRAIN NEW TALENT

The Canadian Labour Congress (CLC) will:

Urge the Federal and Provincial Governments to create more funding and increase current funding for Employer and Government initiatives for upskilling employees to fill environmentally based jobs.

Because:

- 1) As Canada increasingly faces the climate emergency and reduces greenhouse gas emissions, the demand for environmental skills and roles will increase and many jobs will change to more environmentally sustainable versions.
- 2) Funding to upskill current employees to be able to fill these positions will allow existing employees to transition into current and new jobs.
- 3) Current employees should not be disadvantaged with regards to age, prior education, employment or immigration status.

Resolution ESP-018

(Submitted by the Hamilton and District Labour Council, Receipt: 2669)

The Issue:

Ageism underpins many of the current dysfunctional approaches in elder care. The voices and engagement of elders are neither respected nor valued by decision makers.

The Action Required:

The CLC is committed to ensuring that the interests and wellbeing of seniors are advanced by supporting a National Strategy on Aging and Older Persons, including:

- a) creating more affordable housing, better home care and improving LTC for those who have no other option.
- b) work with the federal government to provide seniors with a single point of access to a wide range of government services and benefits.
- c) strengthen 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.
- d) establishing an Aging at Home Benefit.
- e) expanding the existing New Horizons For Seniors program.

Resolution ESP-019

(Submitted by the Hamilton and District Labour Council, Receipt: 2670)

The Issue:

Canadians spend 5.7 billion in unpaid hours each year on caregiving.

The Action Required:

That the CLC support the Canadian Centre for Caregiving Excellence [CCCE] call for a National Strategy on Caregiving that advocates for:

- a) improving the supports for caregivers to meet their needs, including mental health services.
- b) improving services for caregivers and recipients.
- c) improving employment protections and leaves of absence for caregivers.
- d) providing more financial benefits and support for caregivers.
- e) recognizes that caregiving takes skill, dedication, patience and physical strength. It is high value work.

Resolution ESP-020

(Submitted by the National Union of Public and General Employees, Receipt: 2678)

The Issue:

Our health care system is in crisis, and shortages of health care workers are at critical levels.

Recruitment, retention, and training of health care workers is a national emergency that demands immediate action.

Years of austerity, privatization, and the pandemic have severely impacted patients and the workers who care for them.

The Requested Action:

The CLC will:

Call for a pan-Canadian health human resources (HHR) strategy to be urgently developed and implemented.

Demand employers and governments prioritize retention of health care workers and actively support the health and well-being of workers.

Continue to advocate for a substantial and permanent increase in dedicated health care funding by federal, provincial, and territorial governments.

Oppose and mobilize against privatization efforts and contracting out of publicly funded services, which then contributes to staffing shortages in the public sector.

Resolution ESP-021

(Submitted by the National Union of Public and General Employees, Receipt: 2679)

The Issue:

Federal health transfer payments have been decreasing as a percentage of the cost of health care.

To enforce national standards and promote new health care programs like pharmacare, adequate federal funding is necessary. Without strong federal

leadership and adequate funding, the health care crisis will continue and be used to push for increased privatization of health care.

Canadians support universal public health care and expect governments to provide the funding to deliver quality health care.

The Action Requested:

The CLC will:

Press the federal government to:

- negotiate an increase in permanent health care funding,
- ensure that provinces and territories direct these funds exclusively to the delivery of quality public health care, to safeguard the public system against further privatization,
- ensure public health care funding is invested in public health care delivery and not used to fund for-profit health care through private facilities or services, including virtual care.

Resolution ESP-022

(Submitted by the National Union of Public and General Employees, Receipt: 2680)

The Issue:

The pandemic exposed the failure of LTC in Canada.

In the pandemic's first waves, 81% of Canada's COVID-19 deaths were in LTC homes. Canada suffered the highest proportion of pandemic deaths in seniors' homes in the world. Ontario data showed that for-profit LTC had 4 times the death rate of publicly owned homes.

Canada must address this abject failure to properly care for and protect seniors, as well as end for-profit LTC.

The Action Requested:

The CLC will:

Continue to advocate for long-term care (LTC) reform, including the end of for-profit care, better wages and working conditions, and for LTC to be brought under the Canada Health Act.

Demand that the promised Safe Long-Term Care Act include strict standards for care and staffing, which support both residents and workers.

Demand that all levels of government invest solely in publicly owned and operated LTC facilities.

Resolution ESP-023

(Submitted by the National Union of Public and General Employees, Receipt: 2681)

The Issue:

Canadian Blood Services (CBS) has contracted with Grifols allowing for a major expansion of paid plasma clinics.

There is a global consensus opposed to paid plasma based on safety concerns and security of supply.

Paying for plasma reduces voluntary blood and plasma donation rates.

Vulnerable populations with increased health risks are targeted for paid collection. Canada needs a federal ban on paid plasma to protect our blood and plasma supply.

The Action Requested:

The CLC will:

Actively oppose Canadian Blood Services (CBS) supporting paid plasma.
Support expanding voluntary donation of blood and plasma.

Call on the federal government to implement a national ban on paid plasma.

Call on governments to invest to expand the public collection of voluntary plasma donations.

Support calls for the CEO and Board of Directors of CBS to be replaced because of their support for paid plasma.

Resolution ESP-024

(Submitted by the National Union of Public and General Employees, Receipt: 2682)

The Issue:

There is no health without mental health. Yet, despite increased awareness, the issue has not been addressed adequately.

The COVID-19 pandemic and rising inflation have led to increased stresses for Canadians. Another national crisis is the number of individuals overdosing on illicit or poison drugs. In some provinces, more people are dying from overdoses than have died from COVID-19.

The cost to the economy is estimated by the Mental Health Commission of Canada (MHCC) to be \$50 billion per year. The MHCC states that 1 in 5 Canadians will experience mental health challenges in any given year.

The Action Requested:

The CLC will call on the federal government to:

- Amend the Canada Health Act to include mental health care.
- 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.

Resolution ESP-025

(Submitted by the National Union of Public and General Employees, Receipt: 2683)

The Issue:

Care is an essential part of life.

Women are disproportionately represented among caregivers for both paid and unpaid care. Women of colour, immigrant women, and migrant women are overrepresented as care workers.

Care workers face diverse challenges, but common are low wages, poor working conditions, precarious employment, and high turnover. The pandemic has exacerbated overwork and burnout.

Care systems are in crisis due to decades of underfunding, deregulation, and privatization. Too often, care services are fragmented. The pandemic has further strained care services.

The Action Requested:

The CLC will:

Advocate for sustained public investment in care to ensure quality services are delivered through public systems and for federal funding tied to national standards.

Continue to raise awareness about the value of care and the people who provide it.

Advocate for fair wages and working conditions for all care workers regardless of employment status or immigration status.

Resolution ESP-026

(Submitted by the National Union of Public and General Employees, Receipt: 2684)

The Issue:

Canada needs a child care system that is universally accessible, publicly funded and managed, not-for-profit, inclusive, and high quality.

The recent federal funding and Canada-wide agreements are promising, but governments need to be held accountable to ensure the commitments are realized.

The child care workforce is essential to quality child care. The pandemic has exacerbated issues in the workforce, such as recruitment and retention.

The Action Requested:

The CLC will:

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.

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.

Support organizing to expand unionization in the sector.

Resolution ESP-027

(Submitted by the National Union of Public and General Employees, Receipt: 2686)

The Issue:

The impact of the COVID-19 pandemic showed just how dangerous privatization of public services can be, but many governments are still moving ahead with privatization schemes.

Privatization means quality suffers and costs rise.

Services that are well funded and publicly delivered are the most effective way to meet people's needs.

The Action Requested:

The CLC will:

Oppose all forms of privatization.

Call for the expansion of public services to better the lives of Canadians.

Demand that the federal government oppose any provincial plans to further privatize health care, including funding Independent Health Facilities.

Support public control and operation of both the distribution and retailing of liquor and cannabis.

Educate the public about the value of public services, their benefits, and the risks of privatization.

Increase awareness of privatization by neglect, which occurs when governments fail to ensure services delivered through new technology are part of the public system.

Resolution ESP-028

(Submitted by the National Union of Public and General Employees, Receipt: 2687)

The Issue:

Defined benefit pension plans are the most effective way to provide an adequate retirement income for workers and their families, but they are under attack.

The number of people without workplace pension plans means public pension and retirement security programs must be improved.

The Action Requested:

The CLC will:

Continue to support efforts to defend and expand defined benefit pension plans.

Support changes to the Bankruptcy and Insolvency Act (BIA) and the Companies' Creditors Arrangement Act (CCAA) to protect pensions by

- preventing publicly funded institutions from using the BIA or CCAA,
- giving all funds owed to pension plans priority in bankruptcy and restructuring proceedings.

Renew our call for improvements to the Canada Pension Plan (CPP), including increasing pensions and the death benefit and survivor's benefit.

Support improvements to Old Age Security (OAS) for all recipients.

Encourage affiliates to look at how pension funds are invested.

Resolution ESP-029

(Submitted by the National Union of Public and General Employees, Receipt: 2688)

The Issue:

Canada's Income Tax Act regulations require amendments to include wildland firefighters and probation officers as public safety occupations (PSO).

Existing tax laws and regulations establish rules for retirement age and the pension accrual rate: workers can retire at 55 years, and the maximum pension accrual is 2% per year.

Workers in PSO are exempted: firefighter, police officer, corrections officer, air traffic controller, commercial airline pilot, and paramedic. These workers have a 2.33% accrual rate and may retire at 50.

Probation officers are excluded despite having similar work stressors as other PSO.

Furthermore, wildland firefighters are not being seen as firefighters in the PSO definition.

The Action Requested:

The CLC will:

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).

Lobby the federal government to accept wildland firefighters as firefighters under PSO.

Resolution ESP-030

(Submitted by the National Union of Public and General Employees, Receipt: 2689)

The Issue:

During the COVID-19 pandemic, billionaires in Canada and around the world saw their wealth increase to record levels while workers were struggling to get by. Tax fairness is essential to addressing income inequality.

An unfair tax system makes it harder to fund the public services that people rely on.

The Action Requested:

The CLC will:

Continue to support fair taxation as the most effective way to create a more equal society.

Push for measures to make the personal and corporate income tax systems fairer, including:

- an annual wealth tax on wealth over \$10 million;
- reversing cuts to income tax rates and tax loopholes that primarily benefit large corporations and the wealthy.

Urge 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.

Resolution ESP-031

(Submitted by the National Union of Public and General Employees, Receipt: 2690)

The Issue:

Workers and communities are feeling the effects of climate change, with marginalized populations bearing the brunt.

We need urgent, transformational action to tackle the climate crisis. Canada, a wealthy and high-emitting country, has a responsibility to reduce its emissions and support climate action efforts of countries in the Global South.

A transition away from fossil fuels is inevitable, but it is not inevitable that the process will be just. Workers and communities deserve a Just Transition.

The Action Requested:

The CLC will:

Pressure governments to take meaningful action to mitigate and adapt to climate change, including pressuring the federal government to meet and exceed global commitments and to invest in the transition to a green economy that is equitable and sustainable.

Pressure governments for a Just Transition and for affected workers and communities to be at the table.

Develop a national campaign to raise awareness and engage members.

Resolution ESP-032

(Submitted by the National Union of Public and General Employees, Receipt: 2698)

The Issue:

Canada has another public health crisis: skyrocketing accidental overdoses of illicit, non-pharmaceutical, non-prescription, poison drugs.

To stop toxic drugs causing overdoses, we must reduce harm and save lives.

The Action Requested:

The CLC will lobby governments to:

- amend the Controlled Drugs and Substances Act to permit a regulated, legal, and safe supply of small amounts for personal use (permitting safer substitutes);
- reduce harm—provide tax-funded, medically assisted consumption sites for safe personal use under medical supervision;
- provide recovery and treatment by tax-funded, public access to addictions and mental health services on demand through the public health system;
- guarantee pan-Canadian equal access to supplies and programs without threat of provincial barriers by bringing them under the Canada Health Act;
- stop workplace exposure—improve inmate mental health and addictions services, and stop poison drugs from entering facilities in the first place; and
- consult with Indigenous communities on combatting the opioid crisis.

Resolution ESP-033

(Submitted by the National Union of Public and General Employees, Receipt: 2699)

The Issue:

The increasing flow of dirty money, referring to money laundering through the real estate sector, is making home ownership unaffordable for many.

Increasing housing inventory without creating legislation to prevent speculation and predatory practices from landlords won't solve the housing crisis.

It's in everyone's interest to end homelessness and get everyone into housing they can afford. It creates a healthier, more affordable society for everyone.

The Action Requested:

The CLC will:

Lobby provincial and territorial governments to:

- reform property taxes to target speculators and use the funds for affordable housing and infrastructure;
- enact stronger renter protections that prevent landlords from doing unnecessary renovations.

Lobby the federal government to:

- invest in social housing and co-ops to safeguard affordable housing, particularly for women, BIPOC, people with disabilities, and 2SLGBTQIA+ people;
- develop a national strategy and amend the Criminal Code to crack down on dirty (i.e., laundered) money in housing markets.

Resolution ESP-034

(Submitted by the National Union of Public and General Employees, Receipt: 2700)

The Issue:

People who menstruate spend a great deal of money on necessary products, like tampons, pads, liners, and menstrual cups.

The cost of these products continues to increase, especially with ongoing inflation. And the cost in rural, or Indigenous, communities can be double the cost in urban centres.

This has led to some people having to choose between these products and food and/or rent.

The Action Requested:

The CLC will call on all levels of government to:

- provide free menstrual products in schools, shelters, community centres, and other public buildings. And that they make them available in all bathrooms, allowing transgender and nonbinary people to have access.
- 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.

Resolution ESP-035

(Submitted by the Congress of Union Retirees of Canada, Receipt: 2706)

Healthcare

The CLC will, call upon the Federal government to expand funding for Canada's health care system, with dedicated transfers for investments addressing the staffing crisis, develop and fund a national dental care program; develop a universal national pharmacare program, develop national standards for LTC and Homecare.

Because, the pandemic showed that Canada's health care system is grossly underfunded and is not able to provide adequate care.

Resolution ESP-036

(Submitted by the Congress of Union Retirees of Canada, Receipt: 2712)

Increase the OAS and GIS (65-75 years of age)

The CLC will, continue to call on the Federal Government to take immediate action to increase the OAS payments by 10% for those individuals from the age of 65 to 74 and;

The CLC will, continue to call on Federal Government to take immediate action to increase the Guaranteed Income Supplement to all Seniors and other people who receive it already.

Because, the Federal Government recently increased the Old Age Security (OAS) for seniors 75 and older by 10%;

Because, many Seniors under 75 years of age and receiving OAS struggle just as much as their compatriots 75 and older to pay the necessities of life; and

Because, the Federal Government is creating discrimination between two class of Seniors by using the age of the Seniors.

Resolution ESP-037

(Submitted by the Grey-Bruce Labour Council, Receipt: 2805; and Ontario Federation of Labour, Receipt: 2722)

NO DISMANTLING OF ENCAMPMENTS

The CLC will:

- 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.
- Publish information about work refusal in the specific context of dismantling encampments.
- Lobby municipalities to end the project of dismantling encampments and instead invest in permanent affordable housing.

Because:

- Dismantling encampments is a project of the state security apparatus using CLC affiliates and union local members as an intermediary to violate human rights, suppress social movements, and enact state violence.
- While Canada has acknowledged that housing is a human right, governments, at all levels, have failed to provide permanent social housing.
- The consolidation of state power and the landlord class is at odds with the goals of the Canadian labour movement.

Resolution ESP-038

(Submitted by the Grey-Bruce Labour Council, Receipt: 2807; and Ontario Federation of Labour, Receipt: 2724)

REAL ACTION ON CLIMATE CHANGE THROUGH ELECTRIFICATION

The CLC will:

- Call on governments to take immediate action to reduce carbon emissions and set a path towards net-zero carbon emissions.
- Demand an immediate shift toward the electrification of transportation and industry, major new investments in low-carbon electricity supply, and a just transition for workers impacted by the fight against climate change.

BECAUSE climate change poses a substantial threat of rising sea levels, wildfires, droughts, and other extreme weather events which will lead to increased extinctions, food insecurity, and significant health risks.

BECAUSE there is scientific consensus around the fact that fuel switching from fossil technologies to electrification of transportation and emissions intensive industry is necessary to meet 2050 GHG targets.

BECAUSE this project of massive electrification will require that Ontario increase its capacity to generate low-emission electricity to a level 2-3 times our current generating capacity.

Resolution ESP-039

(Submitted by the Ontario Federation of Labour, Receipt: 2725)

GOVERNMENT RESPONSIBILITY FOR PREVENTING CLIMATE DISASTER

The CLC will demand that the federal government:

- Assume primary responsibility for preventing climate disaster.
- Recognize 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.

- Treat climate-damaging emissions like other pollutants and either limit them to safe levels or prohibit them, in order to protect Earth's climate and conditions for life.
- Require, by legislation and regulation, that private businesses with climate-damaging emissions reduce and eliminate those emissions within prescribed mandatory reduction requirements designed to achieve 45% reductions by 2030 and net zero emissions by 2050.
- Adopt and implement just transition strategies, in addition to mandatory emissions reduction requirements, to fully protect workers whose jobs are displaced or employments adversely affected by emissions reductions measures.

Resolution ESP-040

(Submitted by the Grey-Bruce Labour Council, Receipt: 2809; and Ontario Federation of Labour, Receipt: 2726)

ENOUGH IS ENOUGH: CONFRONTING THE COST-OF-LIVING CRISIS

The CLC will endorse and promote provincial/territorial labour federation-led cost-of-living campaigns, such as the OFL's Enough Is Enough campaign, that challenge inflation's negative effects on workers, rising interest rates, unemployment, government economic policy, etc. and that mobilize for a progressive alternative.

The CLC will coordinate with federations, providing resources such as education materials to help implement these campaigns.

BECAUSE workers are overwhelmingly bearing the brunt of the crisis, while corporations and banks make record profits.

BECAUSE neither workers nor wage increases are to blame for the crisis.

BECAUSE supply chain disruptions caused by COVID-19, climate-induced weather events, the war in Ukraine, and price-gouging by corporations are the primary causes.

BECAUSE all levels of governments have tools to provide meaningful relief for workers, including wage increases, price controls, decent work legislation, affordable housing, well funded public services, and progressive taxation.

Resolution ESP-041

(Submitted by the National Union of Public and General Employees, Receipt: 2728)

The CLC will:

- 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
 - public funds are directed to existing regulated and licensed care services by providing increased wages for workers, investing in measures to keep workers safe and expanding the number of care spaces available, so that they can reopen and provide accessible, affordable, and high quality care; and
 - organizations that support migrant worker caregivers are involved in decision-making for pandemic recovery; and
 - create an expedited path to permanent resident status for immigrant care workers so that they can access health care and worker protections on arrival;

BECAUSE the COVID-19 pandemic revealed how important care work is to society, yet child care and elder care services have not been adequately prioritized by governments.

Resolution ESP-042

(Submitted by the National Union of Public and General Employees, Receipt: 2729)

The CLC will:

- lobby for Canada to increase its climate goals, to meet or exceed the targets set by the Intergovernmental Panel on Climate Change; and
- lobby for Canada to investigate the further use of carbon sequestration;

BECAUSE Canada needs to be a leader in combating climate change.

Resolution ESP-043

(Submitted by the National Union of Public and General Employees, Receipt: 2731)

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;

BECAUSE climate change represents a clear and present existential crisis that threatens the health, safety, and wellbeing of all peoples; and

BECAUSE the private sector cannot be relied upon to reduce the production of fossil fuels or abide by international agreements to reduce emissions; and

BECAUSE it is imperative that the transition to renewable energy be conducted in a just manner which ensures training and continued employment for workers exiting the fossil fuel industry.

Resolution ESP-044

(Submitted by the National Union of Public and General Employees, Receipt: 2732; and National Union of Public and General Employees, Receipt: 2741)

The CLC will:

- lobby against the creation of new coal power plants internationally, and encourage countries to create something similar to the “Just Transition task force for coal workers and their communities” to limit the impacts of a changing economy on workers; and

- through its international solidarity efforts advocate for global access to affordable, reliable, and environmentally sustainable energy output, to replace outdated power generation methods such as coal with clean, affordable alternatives; and
- oppose the expansion of any coal export facilities in B.C. and engage with any affected unions and workers;

BECAUSE coal power contributes a significant amount to global carbon emissions; and

BECAUSE we need to engage workers as our work changes.

Resolution ESP-045

(Submitted by the Canadian Office and Professional Employees' Union, Local 574, Receipt: 2734)

Free Menstrual Hygiene Products

WHEREAS menstrual hygiene products are basic products essential to health and to respect for sexual and reproductive rights and the participation of women in student life, family life, the labour market and society; and

WHEREAS the 2022-2023 budget provides Women and Gender Equality Canada with means to fight menstrual precarity;

THEREFORE BE IT RESOLVED

that the CLC lobby the governments of Québec and Canada to provide free menstrual hygiene products to any person who needs them;

BE IT FURTHER RESOLVED

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.

Resolution ESP-047

(Submitted by the Manitoba Federation of Labour, Receipt: 2739)

The Problem or Issue:

The COVID-19 pandemic has a fundamental impact on women and women-dominated industries.

Women lost a disproportionate number of jobs and incomes due to COVID-19 public health measures, and the long-lasting impacts that the pandemic continues to have on public services and care work impact women most.

The Action Requested:

That the CLC lobby the federal government, and work with federations of labour and labour councils in lobbying provincial and local governments to use a gender-based lens in continuing to recover from the COVID-19 pandemic and in strengthening our public services and supporting care workers.

Resolution ESP-048

(Submitted by the National Union of Public and General Employees, Receipt: 2742)

The CLC will:

- lobby the federal government to create a campaign to inform and educate the Canadian public on mental health and addictions;

BECAUSE mental health and addictions are serious issues in Canada; and

BECAUSE there is no health without mental health; and

BECAUSE mental health issues need to be discussed and encouraged to be discussed openly and safely.

Resolution ESP-049

(Submitted by the National Union of Public and General Employees, Receipt: 2743)

The CLC will:

- lobby the federal government to provide seniors with free health care and work with Indigenous communities to ensure the health care needs of their aging population is met;

BECAUSE lots of members may not be able to afford regular and extended health care upon retirement; and

BECAUSE members may struggle at retirement due to lack of access to health benefits.

Resolution ESP-050

(Submitted by the National Union of Public and General Employees, Receipt: 2744)

The CLC will:

- advocate for affordable housing; and
- lobby the federal government to:
 - address the need for adequately maintained below-market public housing particularly for women and gender diverse people, Indigenous and racialized people, people with disabilities, and 2SLGBTQI+ people; and
 - urgently realize the National Housing Strategy to build 125,000 units of affordable housing with 10% of the units being wheelchair accessible, continue to deploy the 33 per cent carve-out for gender-focused investments, and ensure chronic homelessness drops by 50 per cent by 2027;

BECAUSE the housing crisis prior to the COVID-19 pandemic already disproportionately impacted women and gender diverse people, Indigenous and racialized people, people with disabilities, and 2SLGBTQI+ people and has worsened throughout the public health crisis; and

BECAUSE women face discrimination and racism in the private housing market, with research demonstrating landlords discriminate against single mothers, women on financial assistance, and Indigenous women.

Resolution ESP-051

(Submitted by the National Union of Public and General Employees, Receipt: 2745)

The CLC will:

- work with its affiliates and government to end homelessness in Canada;

BECAUSE homelessness across Canada is a serious issue, as more and more Canadians struggle to make ends meet and the homeless population continues to rise.

Resolution ESP-052

(Submitted by the National Union of Public and General Employees, Receipt: 2751)

The CLC will:

- lobby the federal government to put a cap on cell phone data rates;

BECAUSE Canada ranks among the more expensive countries within the G7 for cell phone rates.

Resolution ESP-053

(Submitted by the National Union of Public and General Employees, Receipt: 2752)

The CLC will:

- lobby the federal government to provide pay through employment insurance (EI) for retraining and professional development across sectors for those who have experienced job loss. For people who are not eligible for EI, create other pathways to financially support re-skilling and re-training, with greater incentives for workers in care-economy based sectors such as child care and elder care; and
- lobby the federal government to lower the uniform national eligibility requirement of EI to 360 hours and increase the benefit rate from 55 per cent to 85 per cent of earnings for low-income earners;

BECAUSE a recent Statistics Canada survey on the impacts of COVID-19 on racialized residents of Canada found that racialized communities faced higher rates of job loss and hours reduction compared to white respondents.

Resolution ESP-054

(Submitted by the National Union of Public and General Employees, Receipt: 2757)

The CLC will:

- lobby the federal government to enhance employment insurance (EI) sickness benefits to include the following:
 - an increase in the percentage of pre-illness income to match what is provided by private carriers; and
 - an expansion in duration of benefits from 15 to 26 weeks; and

- employment support services be added to the EI sickness and benefits program;

BECAUSE many Canadians exhaust their short-term benefits without immediate access to long-term benefits; and

BECAUSE approximately seven million Canadian workers have no disability insurance coverage.

Resolution ESP-055

(Submitted by the National Union of Public and General Employees, Receipt: 2762)

The CLC will:

- lobby the federal government to restore and improve critical funding at all levels of government for libraries and social services so the public can access the services they need without them being downloaded onto librarians and library workers;

BECAUSE government services to the public in communities have been continually cut for decades; and

BECAUSE librarians and library workers have been left to fill in the gaps in services for community members.

Resolution ESP-056

(Submitted by the National Union of Public and General Employees, Receipt: 2770)

The CLC will:

- with allied 2SLGBTQI+ youth organizations, lobby the federal government, to improve funding and access to 2SLGBTQI+ youth housing especially for youth aging out of care; and
- with allied organizations, lobby the federal government, to improve funding and access to housing for marginalized groups; and
- establish a working group of affiliates to explore how unions and labour bodies can build below market, accessible, and affordable housing; and
- lobby the federal government to urgently realize the National Housing Strategy to build 125,000 units of affordable housing, completely deploy the 33% carve-out for gender-focused investments and ensure chronic homelessness drops by 50 per cent by 2027;

BECAUSE there is a lack of access to safe, affordable, secure housing for many workers, disproportionately affecting seniors, 2SLGBTQI+ youth, people with disabilities, IBPOC communities; and

BECAUSE unions have a history of fighting for affordable housing.

Resolution ESP-057

(Submitted by the National Union of Public and General Employees, Receipt: 2774)

The CLC will:

- lobby the federal government to 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; and
- lobby the federal government to condemn the use of involuntary treatment across Canada;

BECAUSE the opioid crisis was declared a public health emergency on April 14, 2016; and

BECAUSE involuntary substance use treatment is shown to have a negligible effect in treating substance use, while increasing one's risk of accidental overdose; and

BECAUSE overdose deaths are a result of harmful and outdated policy, and disproportionately affect working class people.

Resolution ESP-058

(Submitted by the National Union of Public and General Employees, Receipt: 2775)

The CLC will:

- 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; and
- support enhanced understanding about Environmental, Social, and Governance (ESG) issues connected to workers' rights; and
- provide support for labour unions and labour centrals to develop responsible investment committees;

Because pension plans, strike funds, and other forms of worker savings, known as “workers’ capital”, represent over two trillion dollars in investments in Canada unions have sole and joint trusteeship on many boards governing this capital; and

Because workers’ capital could be mobilized more effectively through coordination and collective action to support labour’s goals, such as upholding the rights of workers in investments. Evidence shows that poor management of Environmental, Social, and Governance (ESG) issues increase investment risks.

Resolution ESP-059

(Submitted by the National Union of Public and General Employees, Receipt: 2777)

THEREFORE BE IT RESOLVED that the CLC lobby the Federal Government to make certain that all Canadians have comparable access to reliable and affordable broadband and cellular services that meet or exceed CRTC standards and recommendations.

Because all Canadians deserve comparable access to 911 services, Tele-health, mental health, and crisis services when and where they need them regardless of where they live.

Because all Canadians should have the flexibility to work from home or attend school remotely.

Because all Canadians deserve the safety and security of knowing wherever they are, they can call for help or assistance.

Because all Canadians should be able to access these services, regardless of their economic status.

Because the United Nations General Assembly passed a resolution to declare internet access a basic human right, so that all people can exercise and enjoy their rights to freedom of expression and opinion and other fundamental human rights.

Resolution ESP-060

(Submitted by the National Union of Public and General Employees, Receipt: 2778)

THEREFORE BE IT RESOLVED that the CLC will work to eradicate the serious and persistent problem of gender pay inequity, including advocating for strong pay equity legislation in the public and private sectors.

Because gender pay inequity undervalues women's work and is foundational to women's socio-economic inequality and disproportionately higher rates of poverty.

Because women workers in Canada earn 89 cents on average for every dollar earned by a man.

Because jobs that are commonly held by women tend to be paid less than jobs commonly held by men.

Because gender pay inequity disproportionately affects indigenous, racialized and newcomer women, as well as trans-women and women with a disability.

Because increase pay transparency and pay equity plans are essential steps toward closing the gender pay gap.

Because provincially regulated workplaces are not covered by Canada's Pay Equity Act (passed 2018).

Resolution ESP-061

(Submitted by the National Union of Public and General Employees, Receipt: 2779)

THEREFORE BE IT RESOLVED that the CLC will lobby for federal programs and services for pandemic recovery that focus on and prioritize women as well as apply a gender and diversity lens to their strategies, policies and programs for recovery.

Because while many women are working on the front lines of COVID-19 in the caring and service sectors, women also represent most workers in sectors hardest hit by the economic instability.

Because the pandemic continues to exacerbate unpaid caring demands impacting women's paid work. Women are trying to juggle their own jobs with an increased demand of their own family responsibilities including child and elder care, and home-schooling.

Because COVID-19 has been particularly hard on women in Canada, especially lower-income women experiencing intersecting inequalities based on race, gender identity, class, disability, immigration status, and other social identities.

Because women's workforce participation will play a key role in Canada's economic recovery.

Resolution ESP-062

(Submitted by the Guelph and District Labour Council, Receipt: 2786)

Workers Fighting Back

Over the past year, workers have been in motion organizing new union members and resisting against low wage employers such as Starbucks and Amazon.

With sky rocketing rent increases, higher grocery bills and inflation running rampant, CEO wages have never been higher and corporate profits are at record levels.

Workers are angry and ready to fight back. When united and working together, unions fought off some of the worst Tory attacks on collective bargaining this past year. Gains have been made in affordable child care and in introducing a universal dental plan.

We must keep this momentum going and so be it resolved that the CLC will:

- Work with community partners to demand lower grocery prices, rent reductions and build solidarity for each others' struggles.
- Launch a Fight Back campaign to be led by Labour Councils (with resources from the CLC and OFL).

Resolution ESP-063

(Submitted by the Grey-Bruce Labour Council, Receipt: 2808)

GOVERNMENT RESPONSIBILITY FOR PREVENTING CLIMATE DISASTER

The CLC will demand that the federal government:

- Assume primary responsibility for preventing climate disaster.
- Recognize 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.
- Treat climate-damaging emissions like other pollutants and either limit them to safe levels or prohibit them, in order to protect Earth's climate and conditions for life.

- Require, by legislation and regulation, that private businesses with climate-damaging emissions reduce and eliminate those emissions within prescribed mandatory reduction requirements designed to achieve 45% reductions by 2030 and net zero emissions by 2050.
- Adopt and implement just transition strategies, in addition to mandatory emissions reduction requirements, to fully protect workers whose jobs are displaced or employments adversely affected by emissions reductions measures.

Resolution ESP-064

(Submitted by the Grey-Bruce Labour Council, Receipt: 2811; International Federation of Professional and Technical Engineers, Local 160 Society of Energy Professionals, Receipt: 2907; International Association of Machinists and Aerospace Workers, Receipt: 2895; International Association of Sheet Metal, Air, Rail and Transportation Workers, Receipt: 2984; International Brotherhood of Electrical Workers, Receipt: 2906; International Union of Operating Engineers, Receipt: 2920; and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2967)

Whereas there is scientific consensus that we must more than double our clean electricity supply by 2050 to meet Canada's carbon reduction goals and all four model pathways to prevent catastrophic climate change outlined by the U.N. IPCC call for significant increases in a diverse energy mix that includes nuclear energy, hydro, wind, solar and storage.

Canada's existing nuclear energy sector is safe, reliable, with a 96% domestic supply chain, employing over 76,000 Canadians in good, unionized jobs. New investment provides a source of tens of thousands more good union jobs for those displaced from carbon intensive industries, at the same time as it combats climate change.

Therefore the CLC shall 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 Clean Technology Investment Tax Credit for CANDU, as well as green bond eligibility.

Resolution ESP-065

(Submitted by the Canada Employment and Immigration Union, Local 70708, Receipt: 2813)

Improved access to Employment Insurance

WHEREAS people need money to live; therefore,

BE IT RESOLVED that the CLC pressure Parliament to eliminate disqualification conditions on employment insurance; and

BE IT FURTHER RESOLVED that the CLC pressure Parliament to re-institute a defined disentitlement (waiting period) for resignations and dismissals; and

BE IT FURTHER RESOLVED that the CLC pressure Parliament to return tripartite funding (employer, employee, and government contributions), increasing weekly benefits from 55% to 75% and a minimum weekly rate of \$500.

Resolution ESP-066

(Submitted by the North Bay and District Labour Council, Receipt: 2817)

Whereas, the Federal Government recently increased the Old Age Security (OAS) for seniors 75 and older by 10%; and

whereas, many Seniors under 75 years of age and receiving OAS struggle just as much as their compatriots 75 and older to pay the necessities of life;

whereas, the Federal Government is creating discrimination between two class of Seniors by using the age of the Seniors.

Be It Resolved:

The CLC will, continue to call on the Federal Government to take immediate action to increase the OAS payments by 10% for those individuals from the age of 65 to 74 and;

The CLC will, continue to call on Federal Government to take immediate action to increase the Guaranteed Income Supplement to all Seniors and others Peoples who does receive it already.

Resolution ESP-067

(Submitted by the North Bay and District Labour Council, Receipt: 2818)

Union Retirees "Voice & Vote" Resolution for CLC Convention 2023

Whereas:

Congress of Union Retirees of Canada (CURC), CURC Provincial Federations and CURC Area Council representatives continue to participate, promote, and deliver campaigns of the CLC at all levels of the labour movement;

The Canadian Labour Congress (CLC) Constitution Article 2, (1) “Promotes the interests of its affiliates” which includes retirees.

Therefore, be it resolved:

The Canadian Labour Congress (CLC) will encourage affiliation of Congress of Union Retirees of Canada (CURC) Federations and CURC Area Councils to all CLC Provincial Federations of Labour and CLC Labour Councils, with voice and Vote.

Resolution ESP-068

(Submitted by the North Bay and District Labour Council, Receipt: 2819)

Because, ageism has serious impacts and therefore needs to be understood and addressed. Despite more awareness of ageism in recent years, its prevalence remains deeply ingrained in stereotypes, behaviour, and government policy.

Because, ageism underpins many of the current dysfunctional approaches in elder care. The voices, choices, and engagement of elders are neither respected nor valued by decision makers.

Because, ageism, can pit one generation against one another, can devalue or limit our ability to benefit from what older generations can contribute, and can reduce opportunities for health, longevity, and well-being while also having far-reaching economic consequences.

Because, ageism and the neglect that so many elders experienced during the pandemic, we must recognize that denial of human rights of older persons is widespread.

The CLC will, encourage and support the development of a UN Convention on the rights of the Aging and Older Persons.

Resolution ESP-069

(Submitted by the North Bay and District Labour Council, Receipt: 2826)

Protecting Workplace Pensions

Because, workers deserve pensions that are both decent and secure. The CLC must advocate for the protection of workplace defined benefit pension plans during Bankruptcy and Insolvency and the Companies' Creditors Arrangement Act proceedings.

The CLC will, support legislation that will amend the Bankruptcy and Insolvency Act, the Companies' Creditors Arrangement Act and the Pension Standards Act, 1985, that will give pensioners super priority for unfunded liabilities in private-sector, defined benefit company pension plans that would put pension liability ahead of secured and unsecured creditors.

Resolution ESP-070

(Submitted by the Canada Employment and Immigration Union, Local 70708, Receipt: 2830)

Improved access to Employment Insurance

WHEREAS people need money to live; therefore,

BE IT RESOLVED that the CLC pressure Parliament to eliminate disqualification conditions on employment insurance; and

BE IT FURTHER RESOLVED that the CLC pressure Parliament to re-institute a defined disentitlement (waiting period) for resignations and dismissals; and

BE IT FURTHER RESOLVED that the CLC pressure Parliament to return tripartite funding (employer, employee, and government contributions), increasing weekly benefits from 55% to 75% and a minimum weekly rate of \$500.

Resolution ESP-071

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2831)

RETIREMENT AGE

The Issue:

The retirement age for public pension plans is regularly questioned. Raising the retirement age for public plans is a major issue for workers depending on public plans. Those who count the most on public pensions and who will be the most

affected are workers who do not have access to private plans. Raising the retirement age will directly affect the most vulnerable workers.

The Requested Action:

The CLC and its affiliates will firmly oppose all government policies proposing changes that raise the retirement age for public pension plans and develop tools to make affiliates more aware of the impacts of raising the retirement age under public pension plans.

Resolution ESP-072

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2832)

UNIVERSAL PHARMACARE

The Issue:

The existence of hundreds of private insurance plans causes deep injustices and the rising costs of private drug insurance has dramatic impacts on workers. Access to health care, including prescription drugs, is threatened by private insurance companies to such an extent that it is a public health concern and a social exclusion factor.

The Requested Action:

The CLC will prioritize and intensify this campaign and invite its affiliated unions to maintain their related awareness-raising and organizing efforts.

Resolution ESP-073

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2837)

The Issue:

Most Canadians are feeling the impacts of record-high inflation rates and the increasing cost of living. The government's National Housing Strategy has not been able to satisfy the urgent need for new affordable housing.

Home ownership is becoming out of reach for many Canadians. Young Canadians under 30 are spending more than half their income on rent.

Meanwhile, hundreds of thousands find themselves on long waitlists for social housing, as housing insecurity increases in many Canadian cities. Families, seniors, students, and young workers, in general, are struggling to find an affordable place to live.

The Action Requested:

The CLC will work with federations and affiliates to call on the federal government to tackle the housing affordability crisis in Canada by increasing access to social and affordable housing for low-income Canadians immediately. The federal government must implement policies that can alleviate the impacts of the housing crisis on Canadians.

Resolution ESP-074

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2838)

The Issue:

Drug affordability remains a problem in Canada. One in five Canadians struggle to pay for their prescription medicines. Three million don't fill their prescriptions because they can't afford them. One million Canadians cut spending on food and heat to be able to afford their medicine. When they can, Canadians rely on a patchwork of provincial and private drug plans to pay for prescription medicine.

Additionally, there has been an increase in the number of precarious, low-wage, temporary jobs with no medical benefits in Canada. Young people, women, workers with disabilities, and new immigrants are often subject to the lack of access to affordable prescription medicine.

The Action Requested:

The CLC will work with federations and affiliates to push the government to institute a Pharmacare system that is universal, comprehensive, accessible, and public. It will have a clear and urgent timeline for implementation, to make drugs more affordable and accessible to all.

Resolution ESP-075

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2840)

The Issue:

Employment Insurance sickness benefits and supports fail to meet the income needs of persons with disabilities. Today, 41% of people living in poverty have a disability and over 50% of people facing food insecurity are people with disabilities.

Canada continues to underfund income supports for persons with disabilities despite ratifying the United Nations Convention on the Rights of Persons with Disabilities in 2010. Additionally, access to Medical Assistance In Dying (MAID) is not currently equipped to protect the rights of persons with disabilities.

The Action Requested:

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

Resolution ESP-076

(Submitted by the International Federation of Professional and Technical Engineers, Local 160 Society of Energy Professionals, Receipt: 2843)

Demand Action on Climate Change Now

The Problem or Issue:

The overwhelming scientific consensus states that human activity is the primary cause of climate change. Climate change poses a substantial threat of rising sea levels, wildfires, droughts, and other extreme weather events which will lead to increased extinctions, food insecurity, and significant health risks.

Working people, indigenous communities, communities of colour, and low-income Canadians will be disproportionately impacted by the effects of climate change.

The Action Requested:

That the CLC demands real action on climate change and supports a shift towards electrification relying on renewable and low-carbon energy, and ensures a just transition for workers impacted by the fight against climate change.

Resolution ESP-077

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2848)

The Issue:

Canada's wage replacement rates make maternity, paternity, and parental leave unaffordable for many families. This has been the case for decades with Canada's Employment Insurance (EI)-based parental leave structure, which is set at today's rate of 55 percent in all provinces and territories, except for Quebec.

This rate, at 55 percent, falls below what the International Network on Leave Policies & Research consider as 'well-paid' leave. Conditions of wage replacement rates impact how parents enter and remain in paid work while carrying out one of the most demanding jobs – caring for a newborn child.

The Action Requested:

The CLC will work with federations and affiliates to encourage the federal government to establish a floor for special benefits that is above the federal minimum wage. This includes calling on the government to increase the replacement rate for maternity/paternity/parental leave to 70%.

Resolution ESP-078

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2852)

The Issue:

The gender pay gap in Canada hasn't improved in decades. In fact, for many women it is getting worse, and is even wider for some:

- Racialized women make 40 percent less.
- Indigenous women make 45 percent less.
- Immigrant women make 55 percent less.
- Women with a disability make 56 percent less.

The Action Requested:

The CLC and its affiliates will lobby the federal government for comprehensive laws, policies and programs that support women's economic equality, including measures to:

- make closing the gender gap a human rights priority;
- legislate card-check, respect trade union rights & promote access to collective bargaining;
- enforce and expand pay equity;
- increase the minimum wage to ensure a livable wage;
- legislate equity compliance for workplaces and businesses;
- provide affordable, high-quality, universal child care;
- end violence and harassment of women; and
- table pay transparency legislation.

Resolution ESP-079

(Submitted by the Canadian Office and Professional Employees' Union, Receipt: 2853)

Fair Taxation to Invest in Public Services

The Issue:

The coronavirus crisis has necessitated extraordinary spending through record deficits to maintain public services. The federal government will be tempted to implement austerity policies which will only serve to undermine these services, while intentional tax evasion by the ultra-rich and big business deprives Canada of \$26 billion in lost taxes annually. It is essential to support, maintain, and improve our public services, namely by investing in restored staffing levels and fair compensation.

The Action Requested:

The CLC will:

- Promote a fairer taxation structure that fights tax evasion and avoidance, as well as increasing the contribution of taxes by the ultra wealthy and businesses; and
- Encourage the federal government to direct these increased revenues to the funding of strong national public services and transfer payments to the provinces that will fund better education, health care, and the like.

Resolution ESP-080

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2854)

PAY TRANSPARENCY LEGISLATION

The Issue:

Secrecy about pay and pay practices masks and exacerbates gender and racial pay gaps. Many employers explicitly prohibit or discourage discussion of pay, leading workers to be fearful of questioning the validity of their pay due to workplace power dynamics or threat of retaliation.

Pay transparency requires employers to disclose the wage structures in their workplaces, helps to enforce existing human rights laws, and promotes gender equality.

The federal government's Pay Equity Act, which went into effect in January 2021, requires all federally regulated private-sector employers to report salary data for all workers "in a way that shows aggregated wage gap information," with the initial compilation and distribution of the pay data scheduled for June 2022.

The Action Requested:

The CLC will work with federations and affiliates to lobby the federal government to encourage provincial governments to implement pay transparency laws across Canada.

Resolution ESP-081

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2855)

LEAVE FOR MENSTRUAL PAIN

The Issue:

Many women suffer from various ailments related to menstruation, including headaches, stomach and back pain, intestinal problems, abnormal bleeding, etc. It is important to adapt working conditions so that they are more inclusive, caring, and supportive of the specific needs of women during menstrual periods.

The Action Requested:

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.

Resolution ESP-082

(Submitted by the Canadian Office and Professional Employees' Union, Receipt: 2856)

Federal Funding of Public Transit

The Issue:

Public transit is an essential part of our fight against climate change. The transportation sector is responsible for 25% of total greenhouse gas emissions in Canada. A just transition towards a carbon neutral economy represents an opportunity for reskilling and creating unionized jobs. However, the funding of public transit authorities and operators in Canada remains precarious despite the federal government already funding, through permanent programs, the maintenance and development of public transit infrastructure in Canada.

The Action Requested:

The CLC will:

- 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
- Lobby the federal government to 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.

Resolution ESP-083

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2857)

LEAVE FOR FERTILITY TREATMENTS

The Issue:

Many people suffer from infertility and must bear all related charges. Fertility treatments are often not recognized as an official reason for absence from work and collective agreements often provide no leave for this type of situation. Persons who undergo treatments are discriminated against because they must take other types of leave in order to attend follow-up appointments.

The Action Requested:

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.

Resolution ESP-084

(Submitted by the Canadian Office and Professional Employees' Union, Receipt: 2858)

Housing Crisis

The Issue:

Over the last 25 years, the supply of social, community, and cooperative housing has stagnated. Private and public investments in rental housing is failing to meet today's demands. The current housing crisis shows up in the shortage of affordable rental housing, the unprecedented increase in rental costs, and deteriorating quality rental units. The right to safe, affordable housing is one of the principles adopted by the United Nations Conference on Housing and Sustainable Urban Development (Habitat III) in 2016 and to which Canada adheres.

The Action Requested:

The CLC will:

- Demand the federal government prioritize the construction of social, community, and cooperative housing units right across Canada; and
- Demand the federal government implement measures designed to curb the property speculation that is contributing to skyrocketing rental costs in all provinces and territories.

Resolution ESP-085

(Submitted by the Canadian Office and Professional Employees' Union, Receipt: 2860)

Systemic Ageism in Our Healthcare Systems

The Issue:

The health crisis has highlighted systemic ageism within our healthcare systems, which is the result of years of underfunding and neglect of long-term care in Canada. The majority of COVID-19 related deaths have been observed in those 65-years-and-over, which is 19% of Canada's population. The lack of human and material resources in public and private long-term care facilities has made it almost impossible to fight the virus on an equal footing, despite the numerous investigations and damning quality assessment reports that had been denouncing this situation long before the crisis.

The Action Requested:

The CLC will:

- Demand the federal government take concrete measures including, but not limited to, increased transfer payments to the provinces to improve care and services dramatically and consequentially for seniors living in care or in their homes.

Resolution ESP-086

(Submitted by the Canadian Office and Professional Employees' Union, Receipt: 2863)

Universal Public Pharmacare Program

The Issue:

The Canadian Labour Congress and its affiliates previously thrown their support behind the need for a universal public pharmacare program in Canada that would help to ensure all Canadians have access to lifesaving and life-sustaining medications.

The Action Requested:

The CLC will:

- 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.

Resolution ESP-087

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2864)

IMPLEMENTING JUST TRANSITION WITHIN OUR WORKPLACES

The Issue:

In the present climate crisis context, a transition is inevitable in all our workplaces and it must be fair for all workers, who must be involved in any transition process for their workplace, their industry and their city, region, province, or country. The definition of just transition recognized by the FTQ is that of the ILO, which provides for the implementation of tripartite committees, but the Government of Canada does not recognize the ILO definition of Just Transition.

The Action Requested:

The CLC and its affiliates will intensify their representations for the setting up of tripartite just transition committees at all levels.

Resolution ESP-088

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2865)

PROTECTING ENERGY WORKERS

The Issue:

The CLC and its affiliates represent thousands of persons working in the energy sector where jobs ensure good working conditions. In the present climate crisis context, major changes will occur in energy sector workplaces.

The Action Requested:

The CLC will continue to press the government to take action to inform workers of the transformations that will occur in their workplace and involve them in the implementation of these in order to protect their jobs and working conditions;

The CLC will continue to invite its affiliated unions to get involved in environmental issues, negotiate environmental clauses in their collective agreements, and take part in environmental debates in order to protect the interests of workers and convince the population of the need for just transition.

Resolution ESP-089

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2866)

PROTECTING THE RIGHT TO ABORTION AND SERVICE ACCESSIBILITY

The Issue:

The rise of the right throughout the world threatens free choice and the right to abortion. There is a major difference in access to abortion between rural and urban areas and there are many persons with access barriers. The \$2.8 million awarded by the federal government to Canadian organizations for sexual and reproductive health are only available for 2 years.

The Action Requested:

The CLC will remain mobilized and proactive to protect the reproductive rights of women and trans and nonbinary persons and will call for mobilization of its affiliated unions against any proposal to limit those rights.

The CLC will press the government to make the Sexual and Reproductive Health Fund permanent and to see to it that federal transfers are only used for reproductive health purposes.

Resolution ESP-090

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2868)

ANTISCAB ACT

The Issue:

The use of scab labour undermines the collective power of workers, extends labour disputes, and eliminates the power that the right to withdraw their labour is supposed to give workers in order to help them end a dispute. It contributes to an increase in picket line conflicts, threatens work safety, and destabilizes labour relations.

The Action Requested:

The CLC will press federal elected leaders to adopt a bill

- prohibiting the use of replacement workers by employers for the duration of any legal strike or lockout;

- prohibiting the use of external or internal scabs by employers;
- including financial penalties for employers who defy the legislation; and
- giving inspectors the power to order that the use of scabs cease immediately.

Resolution ESP-091

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2869)

IMPLEMENTATION OF A UNIVERSAL CHILDCARE PROGRAM

The Issue:

The lack of universal childcare is keeping women, young people, Canadians with disabilities, Indigenous peoples, and recent immigrants with young children out of the work force. This puts them at an economic disadvantage throughout their lifetime.

While the federal government's goal of \$10-per-day childcare by 2026 is progress, it does not address the inequities in access to childcare across Canada.

The Action Requested:

The CLC will work with federations and affiliates and lobby the government to:

- Make access to quality childcare universal because early learning and childcare is essential to the well-being and development of children.
- Ensure that a universal childcare program provides good union jobs, wages and working conditions for workers in this sector.

Resolution ESP-092

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2872)

VIA RAIL

The Issue:

Passenger rail service in Canada is facing problems caused by budget cuts. It is not placed under a legislative framework ensuring its provision by an accessible, safe, and reliable public carrier. The government has announced its intention to

contract with a private partner for the operation of high frequency rail in the Quebec City-Windsor corridor.

The Action Requested:

The CLC will press the government to:

- ask for a public safe, reliable, and frequent national passenger rail service throughout the country;
- make sure that any development of high frequency rail in the Québec City-Windsor corridor remains public and operated by VIA Rail;
- guarantee immediate public investments to build the required rail transportation infrastructure, give priority to passenger trains, and improve services; and
- make sure that this rail service remains public and is not privatized.

Resolution ESP-093

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2874)

FOR THE DEVELOPMENT AND FUNDING OF PUBLIC TRANSPORTATION IN QUÉBEC

The Issue:

The public transportation sector is still a victim of chronic underfunding which limits its development potential and threatens the maintenance of existing services;

By adopting a policy paper on public transportation, the General Council of the FTQ has recognized that the FTQ should support public transportation projects that remain within the public realm, maximize the production of rolling stock in Québec and promote job creation in the building of infrastructure.

The Action Requested:

The CLC will make the necessary representations to the federal government in order to demand that it commits to:

- increase federal funding and allow it to be used to support all the activities of public transportation operators (operation, asset maintenance and development).

Resolution ESP-094

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2878)

RECOGNITION OF THE RIGHT TO HOUSING

The Issue:

Housing problems have only gotten worse in the past few years. Tenants that have the lowest income and are discriminated against often have trouble finding housing, face eviction, and must sometimes pay abusive rent increases. The federal strategy on housing cruelly lacks ambition. Housing should be a right and not a privilege.

The Action Requested:

The CLC will ask the federal government to recognize the right to housing and to take a series of measures to build massive amounts of social and community housing and fight real estate speculation.

Resolution ESP-095

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2879)

FOR A TRUE MODERNIZATION OF EMPLOYMENT INSURANCE

The Issue:

During the pandemic, the federal government was forced to set up new programs from scratch, including the Canada Emergency Response Benefit (CERB). This shed light on the failure of many programs such as Employment Insurance whose shortcomings were already well known: low benefits, excessively strict entrance requirements, administrative problems, etc.

The Action Requested:

The CLC will demand that the federal government modernize the Employment Insurance program.

Resolution ESP-096

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2880)

BETTER REGULATE EMERGENCY PROGRAMS AND REDISTRIBUTE EXCESSIVE CORPORATE PROFITS

The Issue:

Many companies have taken advantage of the federal emergency programs to buy back shares, pay dividends, and raise the salaries of their executive officers. The government failed to attach strings to those programs. Companies also increased their profit margins substantially since the pandemic started.

The Action Requested:

The CLC will demand that the federal government tie any emergency assistance program to criteria such as the maintenance of jobs and to restrictions with respect to share buyback, payment of dividends, and executive officer pay.

Resolution ESP-097

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2881)

BETTER REGULATE EMERGENCY PROGRAMS AND REDISTRIBUTE EXCESSIVE CORPORATE PROFITS

(Modified version)

The Issue:

Many companies have taken advantage of the federal emergency programs to buy back shares, pay dividends, and raise the salaries of their executive officers. The government failed to attach strings to those programs. Companies also increased their profit margins substantially since the pandemic started.

The Action Requested:

The CLC will demand that the federal government tie any emergency assistance program to criteria such as the maintenance of jobs and to restrictions with respect to share buyback, payment of dividends, and executive officer pay.

The CLC will ask the federal government for a comprehensive review of corporate taxation in order to make companies pay their fair share, notably by establishing a tax on excessive profits.

Resolution ESP-098

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2884)

REAL SOLUTIONS TO FIGHT INFLATION

The Issue:

The rise in the cost of living is melting away the purchasing power of workers. The Bank of Canada responds to this crisis by raising interest rates. It is not addressing the main causes of inflation, that are problems with supply chains, the impacts of the war in Ukraine, and the disproportionate profits of corporations.

The Action Requested:

The CLC will reject the high interest rate policy of the Bank of Canada and ask the government to broaden its mandate in order to also consider employment, support for ecological transition, and the reduction of inequalities.

The CLC will ask the federal government to immediately increase financial assistance for the most vulnerable persons and take structural measures to better control prices.

Resolution ESP-099

(Submitted by the Canadian Office and Professional Employees' Union, Local 378 - MoveUP, Receipt: 2889)

Push for a National Dental Plan

The Issue:

Dental care is an important part of our overall health, but one-third of Canadians have no dental coverage. The lack of dental coverage also disproportionately affects young people, low-wage and precarious workers, and seniors. We need a national dental plan that is available to all Canadians to ensure everyone can receive basic dental care without being out of pocket.

The Action Requested:

The CLC and its affiliate will recognize national dental care as being a vital component of universal healthcare and:

- Push the federal government to implement an all-encompassing national dental care program;
- Support and promote the actions of NDP, and other advocacy groups, pushing for a national dental care program; and
- Demand that all levels of government make investments in oral health education, particularly targeted to those in vulnerable and disadvantaged populations.

Resolution ESP-100

(Submitted by the Canadian Office and Professional Employees' Union, Local 378 - MoveUP, Receipt: 2890)

The Issue:

All families deserve access to high-quality, affordable childcare no matter where they live. Access to affordable quality, regulated childcare, however, varies greatly. Lack of access to affordable childcare is an equity issue, disproportionately affecting low-income families including Indigenous peoples, new immigrants, and people living with disabilities.

The Action Requested:

The CLC and its affiliates will recognize that access to high-quality, affordable childcare is an equity issue, and:

- Run a campaign calling on all levels of government to work together to fund a universal \$10-a-day childcare program, including programs that specify spaces for Indigenous children, children with unique needs, and children of new immigrants;
- Push all levels of government to increase funding to train and hire early childhood educators, ensuring they are paid a living wage and, wherever possible, unionized; and
- Push to make equity diversity and inclusion education mandatory for educators and training programs.

Resolution ESP-101

(Submitted by the Canadian Office and Professional Employees' Union, Local 378 - MoveUP, Receipt: 2891)

The Issue:

Housing is a human right, but far too many people lack adequate and affordable housing. In Canada, more than 235,000 people experience homelessness in any given year, and 25,000 to 35,000 people may be experiencing homelessness on any given night. The increase in price of homes and rent has made affordable housing more precarious than ever before.

The Action Requested:

The CLC and its affiliates will:

- Run a campaign calling on all levels of government to coordinate and adopt a Housing First policy, based on the Finland model, with the goal of eradicating homelessness within ten years;
- Call on the federal government to fund provincial programs aimed at providing affordable energy efficient retrofitting for existing homes; and
- Call on the federal government to provide ongoing funding for the Canada Housing Benefit for eligible low-income renters.

Resolution ESP-102

(Submitted by the Canadian Office and Professional Employees' Union, Local 378 - MoveUP, Receipt: 2892)

The Issue:

The shutting down of long-distance bus services, notably Greyhound, across the country has led to many rural communities, particularly Indigenous communities, becoming further isolated. This has a detrimental impact not only on those who require reliable transportation for core services – healthcare, employment, education, etc. – but on those, particularly Indigenous women and girls, fleeing violence. Handing over rural transportation to private, for-profit companies has left communities abandoned and their citizens at risk.

The Action Requested:

The CLC and its affiliates will:

- 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
- Work with Indigenous communities across the country and support their lobbying efforts and campaigns to ensure their requirements for a transportation network are met.

Resolution ESP-103

(Submitted by the Canadian Union of Public Employees, Local 1978, Receipt: 2900)

MAKE EI NON-CONTRIBUTORY AND UNIVERSALLY ACCESSIBLE

The Action Requested:

The Canadian Labour Congress press the federal government to enact non-contributory employment insurance, covering all the unemployed for the full duration of unemployment.

BECAUSE fewer than 40% of contributors are eligible to collect EI when they need it, while employers have enjoyed significant contribution holidays;

BECAUSE the benefit top-ups to \$500 / week during COVID have ended, and benefits are reduced;

BECAUSE inflation and sky-rocketing interest rates are leading to another recession and hundreds of thousands of new job losses in 2023;

BECAUSE the EI fund was raided for 30 years to finance corporate tax cuts while workers' access was cut, and benefits frozen;

BECAUSE thousands of unemployed joined the On to Ottawa Trek in 1935 to win unemployment insurance, labour must rise and fight for the unemployed today.

Resolution ESP-104

(Submitted by the Toronto and York Region Labour Council, Receipt: 2910)

CLIMATE ACTION

The CLC will explore all possible ways of implementing the 2021 Climate Action Agenda - including a major conference on climate justice and just transition, and asking every affiliate to utilize Environment Committees at the national or regional level to help shape a labour-led agenda on climate justice.

The CLC will ensure that workers are represented at the federal level as national Just transition legislation/policies are implemented.

Because this is a logical next step given the CLC's 2021 comprehensive policy paper on climate action, with specific plans to tackle key issues arising from the climate emergency.

Because the impact of COVID, economic disruption, inflation, and an energy crisis sparked by the invasion of the Ukraine have distracted from the urgency of addressing climate.

Because Canada's goals for keeping global warming to 1.5 degrees have fallen short every year, while conservative provincial premiers continue to sabotage efforts to reduce GHG emissions.

Resolution ESP-105

(Submitted by the Canadian Union of Public Employees, Receipt: 2911)

The Issue:

There has been a marked increase in the private delivery of health care across Canada. Private delivery drains workers from the public health care system, moving people around instead of bringing more people in it. The Canada Health Act says essential services must be publicly delivered without user fees or extra billing, yet many private clinics charge user fees. This creeping privatization in health care lines the pockets of privateers, gives better access to the wealthy, and adds barriers to health care for many, including Indigenous and racialized individuals and working-class families.

The Action Requested:

The CLC will work with its allies to pressure the federal government to:

- enforce the existing provisions in the Canada Health Act that protect our public health care system, including the ban on extra billing and user fees, and
- strengthen the Act to further protect against privatization in health

Resolution ESP-106

(Submitted by the Canadian Union of Public Employees, Receipt: 2914)

The Issue:

Consecutive Liberal and Conservative governments have cut taxes for corporations and the rich, and then claimed there is not enough revenue to pay for

public services and the workers who deliver them. This leads to increased privatization of public services, harming workers and those who rely on those services. Full funding for public services means everyone needs to pay their fair share.

The Action Requested:

The CLC and its affiliates will call on the federal government to restore tax fairness and increase federal tax revenue by implementing new progressive tax measures and measures to prevent tax avoidance, including:

- Restoring the corporate tax rate to 18 per cent;
- Implement a 15% minimum corporate tax on book profits;
- Taxing income from capital gains and investments at the same rate as other income;
- Requiring public country-by-country reporting of corporate financial information; and
- Implementing a wealth tax.

Resolution ESP-107

(Submitted by the Canadian Union of Public Employees, Receipt: 2915)

The Issue:

Pension funds play a very powerful role in the financial industry. Increasingly, pension funds are being used to make for-profit investments in infrastructure or services that should be delivered publicly and on a non-profit basis. Even worse, very large pension funds are proactively pushing governments to privatize more infrastructure and services. Workers' retirement savings should not be used to advance an agenda of privatization.

The Action Requested:

The CLC will take a strong public stand against the use of pension funds in the development, building, ownership, privatization, or operation of infrastructure, either in Canada or abroad.

The CLC will create and adequately resource a new multi-union committee with a mandate to provide ongoing information-sharing, oversight, and public advocacy on these issues.

Resolution ESP-108

(Submitted by the Nova Scotia Federation of Labour, Receipt: 2919)

End the Blood Ban

The Problem:

Canadian Blood Services' blood ban is a discriminatory practice that creates and reinforces a negative stigma surrounding men who have sex with men (MSM), misgenders trans women for the purposes of blood donation, and prevents potentially healthy donors from donating blood.

The Action Requested:

That the CLC call upon the Government of Canada to end the blood ban and related time limits, ensuring all citizens are treated equally.

Resolution ESP-109

(Submitted by the Alliance of Canadian Cinema, Television and Radio Artists, Receipt: 2923)

Forbid Scabs in Federal Procurement Policy

The Problem or Issue:

The Canadian Government's advertising "agency of record" is Cossette Media, one of the lead agencies leading an attack on ACTRA performers by locking thousands of them out of commercial work since April 2022, in an attempt to bust the union. Of the record \$141 million the federal government spent on ads last year, 98% or \$137 million went through Cossette. This same government has promised federal anti-scab legislation, while enriching an anti-union firm that uses scabs and refuses to allow workers to have the protection of a union contract.

The Action Requested:

That the Government of Canada 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.

Resolution ESP-110

(Submitted by the Nova Scotia Federation of Labour, Receipt: 2932)

Creation of a National Pharmacare program

The Problem:

Ten per cent of Canadians cannot afford prescribed medications or do not take their medication as prescribed due to cost, and access to drug coverage is inconsistent and inequitable in Canada, and at least one third of working Canadians don't have employer-funded prescription drug coverage, and

A lack of access to prescription medications can lead to increased individual health risks which may further increase the costs and strains on our healthcare system.

The Action Requested:

The CLC lobby governments for the establishment of a Universal Pharmacare program governed by the principles of the Canada Health Act, which are:

- Public Administration
- Comprehensiveness
- Universality
- Portability
- Accessibility

Resolution ESP-111

(Submitted by the Nova Scotia Federation of Labour, Receipt: 2933; and Nova Scotia Federation of Labour, Receipt: 2934)

Women's Economic Justice

The Problem:

Realizing Improved Women's Economic Policy and Legislation

The Action Requested:

The CLC organize and lobby governments for comprehensive laws, policies and programs that support women's economic equality, including measures to:

- close the gender gap as a human rights priority
- achieve card-check legislation, respect trade union rights, and promote access to collective bargaining
- immediate passage and implementation of proactive pay equity legislation and enforcement, as well as employment equity legislation

- immediate implementation of minimum livable wages
- increase access to improved maternity and parental benefits
- immediate implementation of affordable, high-quality, publicly funded universal childcare.

Resolution ESP-112

(Submitted by the Nova Scotia Federation of Labour, Receipt: 2935)

Political Action against paid plasma and blood donation

The Problem:

In the wake of tainted blood scandal, the Krever Inquiry has become the pinnacle health document on how to manage a safe blood system and these principles are: that blood is a public resource, that donors should not be paid, that Canada must take measures to increase self-sufficiency in all blood and blood products and that no part of the national blood operators duties should be contracted out to others.

The Action Requested:

That the CLC reignite political action against the practice of payment for plasma and blood donations and lobby for federal and provincial legislative bans on payment for plasma and blood donations.

Resolution ESP-113

(Submitted by the Canadian Union of Postal Workers, Receipt: 3023; and Toronto and York Region Labour Council, Receipt: 2936)

HEALTH CARE

The CLC will call upon the Federal government to expand funding for Canada's public health care system, with dedicated transfers for investments addressing the staffing crisis, develop and fund a national dental care program; develop a universal national pharmacare program, develop national standards for LTC and Homecare.

The CLC will call upon the Federal government to demand that jurisdictions receiving this funding comply and align with the principles in the Canada Health Act. Prioritizing public facilities and services is critical.

Because the pandemic showed that Canada's health care system is grossly underfunded and is unable to provide adequate care.

Because many workers and others are not covered by health plans and lack access to dental care and pharmacare.

Because some jurisdictions are using federal health funding in ways that do not comply or align with the Canada Health Act, including by funding private health facilities and expanding private long-term care.

Resolution ESP-114

(Submitted by the Toronto and York Region Labour Council, Receipt: 2939)

PENSIONS

The CLC will support legislation that will amend the Bankruptcy and Insolvency Act, the Companies' Creditors Arrangement Act and the Pension Standards Act, 1985; and will give pensioners' first priority for unfunded liabilities in private-sector. It will support defined benefit company pension plans that would put pension liability ahead of creditors.

The CLC will demand that the Federal Government ensure public pensions are more viable for retired workers by increasing OAS, GIS and CPP for all those eligible.

Because, workers deserve pensions that are both decent and secure.

Because, seniors are suffering with a higher cost of living, and are struggling to pay bills, and sometimes cutting medications to do so.

Because, around half of Canadians have no employer pension, even fewer younger workers have employer pensions, and only 15 to 20 percent of middle-income Canadians, who are without an employer pension plan, have saved anywhere near enough for retirement.

Resolution ESP-115

(Submitted by the Toronto and York Region Labour Council, Receipt: 2942)

The CLC will call on the federal government to tackle Canada's housing affordability crisis in Canada by improving access to social and affordable housing for all. It means increasing funding levels of the National Housing Strategy,

addressing its many gaps, and expanding the supply of non-market housing including a return to the co-operative housing vision that spurred affordable housing development and included the participation of unions.

Because Canadian workers are facing a housing affordability crisis with the increasing disconnect between rents, home prices, and income levels.

Because of soaring prices for home sales and recent hikes in interest rates, household incomes aren't keeping pace with rising rates. Meanwhile, hundreds of thousands find themselves on long waitlists for social housing, as homelessness increases in many Canadian cities.

Because many - whether in major urban centers or in rural areas - are struggling to find an affordable and decent place to live.

Resolution ESP-116

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2949)

Anti-Scab Legislation

The Issue:

The federal government and most provinces still allow the use of replacement workers, also known as scabs, during strikes or lockouts.

The right to strike is fundamental to Canadians' Constitutional right to collective bargaining.

Through their confidence and supply agreement, the federal NDP succeeded in getting the Liberal government to commit to enacting anti-scab legislation before the end of 2023.

There is no justification for putting the implementation of anti-scab legislation at risk and making workers in federally regulated workplaces wait any longer by delaying the table and passage of government anti-scab legislation any longer.

The Action Requested:

Continue to lobby provincial and federal governments to immediately pass legislation to prevent companies from using scabs during labour disputes.

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.

Resolution ESP-117

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2952)

Pension protection

The Issue:

Because the Companies' Creditors Arrangement Act (CCAA) puts workers and pensioners behind all secured creditors, pensions and benefits can be entirely eliminated when employers enter restructuring or go bankrupt.

Pension contributions are deferred wages, negotiated and earned during a lifetime of work.

Legislation (C-228) that amends the Bankruptcy and Insolvency Act (BIA) and the CCAA to ensure worker pensions are paid in priority in the event of bankruptcy passed through the House of Commons with opposition support in 2022.

This bill provides no protection of severance and termination pay.

The Action Requested:

The Congress redouble lobbying efforts for:

1. workers-first legislation to prioritize payment of worker pensions, retiree health benefits and termination and severance pay; and
2. changes to federal corporate governance legislation to better protect employee pension plans and ensure fairness for workers while an employer is in bankruptcy protection.

Resolution ESP-118

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2954)

Retirement security

The Issue:

The Canadian public pension system falls short of replacing the 50-70% of pre-retirement income estimated to be needed to maintain a decent standard of living.

The labour movement was instrumental in gaining staggered increases to the Canada Pension Plan (CPP)/Quebec Pension Plan (QPP) in 2016, but further improvements are required to make up for the decline of private pension coverage in Canada.

Employers are increasingly reluctant to offer workers good, defined benefit pension plans, and instead come to the bargaining table with proposals to either reduce benefits for future retirees, eliminate access to defined benefit plans entirely for newly hired workers or eliminate or reduce ancillary benefits such as those for early retirement.

The Action Requested:

Pressure the federal government to expand CPP/QPP benefits to the level that was originally sought by the labour movement and would allow retirees to maintain a decent standard of living.

Resolution ESP-119

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2961)

The Issue:

Canada's steel industry provide 22,000 direct, community-supporting jobs and another 120,000 indirect jobs, while being both trade-exposed and carbon-intensive. While the labour movement's campaigns have led to pro-worker reforms to the trade remedy system, the steel industry remains under threat for unfairly trade goods made cheap through poor labour and environmental standards. Necessary decarbonization policies in Canada may also put the steel industry in peril and exacerbate the threat of cheap imports.

The Action Requested:

The CLC will call on the Government of Canada to create a steel industry action plan working with labour that will ensure use of lower-carbon Canadian-made steel in infrastructure project and investment in decarbonization technologies. The CLC will push to for continued improvement to Canada's trade remedy system to prevent illegally dumped foreign steel; to reject unfair, damaging trade deals; and

to adopt legislation ensuring transparent foreign investment processes that benefit Canadian workers and communities.

Resolution ESP-120

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2962)

Industrial Policy

The Issue:

Canada's manufacturing sector supports the livelihood of approximately 1.3 million Canadians. Despite the importance of manufacturing employment, Canada has historically lacked an explicit, robust industrial policy. IN the past year, our closest trading partner, the United States, has passed legislation including the IJA and the IRA that effectively amount to a green industrial policy, leading to an increase in domestic manufacturing and green energy investments in the United States. Without similar initiatives here, Canadian manufacturing risks being left behind.

The Action Requested:

The CLC shall advocate for the development of a comprehensive green industrial policy in Canada aimed at revitalizing Canadian manufacturing, expand clean energy and create and support good, union jobs, while reducing greenhouse gas emissions.

Resolution ESP-121

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2963)

Buy Canadian Steel and Aluminum

WHEREAS the Canadian Government has announced the need for substantial infrastructure spending over the current years; and

WHEREAS we currently do not have clear domestic procurement requirements either at the federal or provincial levels of government;

THEREFORE:

The CLC will lobby governments to support and promote the use of Canadian steel and Aluminum as the best choice to protect the environment and create jobs;

The CLC will lobby every level of government to ensure infrastructure programs contain "Buy Canadian" provisions;

The CLC will lobby governments to encourage Canadian manufacturers to use Canadian made steel and aluminum and to encourage provincial and federal governments to maintain reliable, affordable access to energy supplied by Canadian produced energy infrastructure.

Resolution ESP-122

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2965)

Reproductive rights

The Issue:

Economic security and good physical health require access to timely, accurate information on and access to services related to reproductive health, including abortion. In Canada, access to abortion is guaranteed by the Canada Health Act. However, services are still inaccessible for far too many people. In recent years, severe attacks on reproductive rights in the United States threaten to spill over into Canada.

The Action Requested:

The CLC shall reaffirm support of reproductive freedom as an essential element of economic security and human dignity. It will continue to endorse each person's right to decide if and when to bear children; access to safe, publicly funded health care services, which must include abortion; and the right to a quality public service, including child care. The CLC will be active members in organizations such as the Abortion Rights Coalition of Canada and Action Canada for Sexual Health and Right.

Resolution ESP-123

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2973)

FOREST POLICY – Raw Logs

The Issue:

The forest industry's secondary supply chain sector employs over 90,000 Canadians, representing a renewable industry that can be a perpetual source of sustainable jobs. However, since 2001, the sector has experienced an overall decline in employment, with the loss of over 45,000 jobs. The export of raw logs has increased during this time, despite the fact that we can create over five times as many jobs when we manufacture and value-added remanufacture domestic wood rather than simply harvesting and exporting raw logs.

The Action Requested:

The Canadian Labour Congress will continue to lobby provincial governments as well as the federal government to develop a coordinated inter-governmental strategy aimed at reducing the export of raw logs.

Resolution ESP-124

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2974)

Softwood Lumber Agreement

The Issue:

The Canada-US Softwood Lumber Agreement expired on October 12, 2015. At number points over the past 7.5 years, this has contributed to the woes of the Canadian lumber industry, resulting in permanent mill closures, harm to rural communities and the layoff of forestry workers, including thousands in 2019 and further layoffs in 2023. The government of Canada failed to negotiate a permanent solution during the CUSMA negotiation.

Without a resolution to the trade dispute with the United States, the threat of increased duties remains ever-present, and, to date, we have not seen an acceptable resolution to the softwood lumber dispute that puts Canadian producers in an equal position with American lumber producers;

The Action Requested:

The Canadian Labour Congress will continue to lobby the federal government to seek a fair and equitable solution to the softwood lumber dispute.

Resolution ESP-125

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2975)

Jobs in a green economy

WHEREAS unionized workers in energy-intensive industries and mining could be at risk from a shift towards a decarbonized economy; and

WHEREAS the International Labour Organization and the International Trade Union Confederation have long-established plans to ensure workers are front- and center in the shift to a green economy; and

WHEREAS the Federal Government's just transition legislation is imminent;

THEREFORE, BE IT RESOLVED that the CLC will demand that unions are included as a social partner from the local to international levels; and

BE IT FURTHER RESOLVED that the CLC ensures that labours' and members' material interests are front and center as Canada works towards net zero.

Resolution ESP-126

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2976)

Critical Minerals

WHEREAS Canada recently released its critical minerals strategy; and

WHEREAS Canada, the United States and Mexico have committed to a trilateral North American critical minerals strategy as a means to reduce reliance on countries such as China, to achieve environmental and domestic employment goal;

THEREFORE, BE IT RESOLVED that the CLC continue to 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 achieved environmental goals; and

BE IT FURTHER RESOLVED that the CLC pressure appropriate governments and employers for adequate investments into existing and new mines to meet increasing demand from the shift to a green economy

Resolution ESP-127

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2977)

The Issue:

Canadian forests are a natural, renewable resource that contribute \$23 billion to Canada's national GDP. Forestry employs over 210,000 people across Canada, while supporting the existence of 600 communities. Across the country, there are continual pressures to conserve more lands and take them out of the active, productive forest resource, while at the same time, direct employment in the forest sector has been in decline for the last several decade.

The Action Requested:

The Canadian Labour Congress will lobby the federal government as well as provincial governments in order to implement an intergovernmental working forests strategy aimed at ensuring a healthy and sustainable forest for future generations, while creating jobs for today.

Resolution ESP-128

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2978)

WHEREAS the gender wage gap in Canada has been stuck at 30% for decades, women are still excluded from well-paid jobs, and women from different equity groups are more often the victims of discrimination and harassment while often facing even larger wage gaps;

WHEREAS the majority of minimum wage workers are women, and they are working poor;

WHEREAS the lack of affordable quality child care and insufficient maternity, parental and elder-care benefits are key factors in the feminization of poverty;

WHEREAS unionized women have a significantly smaller wage gap;

The CLC will lobby the federal government for immediate action on comprehensive laws, policies and programs that support women's economic equality, including: increasing the minimum wage to ensure a livable wage, adopting a comprehensive child care framework, increasing access to improved

maternity and parental benefits, adopting proactive pay equity legislation, promoting and enforcing employment equity and respecting trade union rights.

Resolution ESP-129

(Submitted by the Service Employees International Union, Receipt: 3001)

PROTECT AND ENHANCE UNIVERSAL PUBLIC HEALTH CARE

The Problem or Issue:

Canada is failing to deliver on our shared commitment to publicly funded and universally accessible healthcare services. The size of your bank account should not determine your place in line or the value of your life. The corporatization of healthcare risks ensuring that the person who is getting the next service is the person who needs it the most. Private for-profit delivery of services ultimately results in an unfair two-tier healthcare system that competes for limited human resources, making the staffing crisis worse.

The Action Requested:

Provincial access to new public healthcare investments from the federal government should be tied to benchmarks that guarantees equal access to care—free from discrimination based on your ability to pay or pre-existing conditions—safe staffing levels, and improved outcomes for people requiring healthcare services.

Resolution ESP-130

(Submitted by the Service Employees International Union, Receipt: 3003)

HEALTHCARE RETENTION AND RECRUITMENT

The Problem or Issue:

Canadians will be denied quality healthcare without access to people who deliver those public services. As the population ages and grows we need more people kept in the system, and added to the system, to meet high care standards.

The Action Requested:

The road to meeting retention and recruitment goals requires that the Government of Canada and all provincial and territorial governments invest in a public

healthcare system with the necessary resources to create good healthcare jobs with fair pay and strong benefits, now and for every generation to come.

Resolution ESP-131

(Submitted by the Service Employees International Union, Receipt: 3004)

PROTECTING REPRODUCTIVE RIGHTS

The Problem or Issue:

Reproductive rights remain under attack by anti-feminist forces that would deprive women of the autonomy to control their bodies, their finances, and their labour power. Women's rights are human rights and these ongoing attacks on reproductive rights are an attack on all our rights.

The Action Requested:

Canada's labour movement 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 that the Canadian Labour Congress commit to defending access to safe, legal, and accessible reproductive health services for all in Canada, especially in underserved rural and northern communities.

Resolution ESP-132

(Submitted by the Service Employees International Union, Receipt: 3005)

UNIVERSAL PRESCRIPTION DRUG COVERAGE

The Problem or Issue:

Canada is the only country in the Organisation for Economic Co-operation and Development (OECD) whose public health system does not include universal prescription drug coverage. Quebec's system has produced vast inequalities where deductibles for lower-income households represent a greater proportion of income than for higher-income ones, and private group insurance premiums across Canada are increasingly unaffordable leaving one in every five adult without any prescription insurance to cover medication costs.

The Action Requested:

Canada must deliver on universal prescription drug coverage for all.

Resolution ESP-133

(Submitted by the Service Employees International Union, Receipt: 3007)

STRONG ANTI-SCAB LEGISLATION

The Problem or Issue:

As check on corporate power, it is the right of organized workers to withdraw their labour and exercise people power in contract disputes. Enabling scabs—a name given to workers who are hired by businesses to replace striking workers—to cross picket lines jeopardizes workplace safety, destabilizes labour relations, and diminishes incentives for employers to negotiate in good faith to settle agreements fairly.

The Action Requested:

That the Canadian Labour Congress and affiliated unions lobby federal elected officials to adopt, as quickly as possible, anti-scab legislation that would prohibit replacement workers for the duration of a legal strike or lockout, and specifically prohibit any employee, contract worker, or subcontractor from performing the duties of a bargaining unit employee. Strong anti-scab legislation should include financial penalties for employers contravening the legislation and give inspectors the power to enforce the law.

Resolution ESP-134

(Submitted by the Service Employees International Union, Receipt: 3008)

JUST TRANSITION IN THE WORKPLACE

The Problem or Issue:

Energy workers helped build this country and they cannot be left behind as the market shifts to a low-carbon and clean energy future. COP28 is only five years away, and we cannot risk being unprepared for what's needed in the workplace.

The Action Requested:

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 COP28 with its affiliated unions to inform those working committees.

Resolution ESP-135

(Submitted by the Service Employees International Union, Receipt: 3009)

EXPAND AND STRENGTHEN THE CANADA HEALTH ACT

The Problem or Issue:

We recognized the work of Tommy Douglas was the beginning of universal health care, not the conclusion. The Canada Health Act currently excludes essential health services that Canadians want and need, like homecare. We also recognize provincial governments that attack health workers are also attacking the spirit of the Canada Health Act itself.

The Action Requested:

That the federal government expand the Canada Health Act by including essential services, like homecare, and that it strengthen the Act by withholding federal transfers to provinces that impose unconstitutional wage restraint on healthcare workers belonging to a union, including those that deny women the pay equity they're owed.

Resolution ESP-136

(Submitted by the Canadian Federation of Nurses Unions, Receipt: 3011)

The CLC continues to call for a national pharmacare program as a priority for labour. To succeed, the CLC will lobby the federal government to implement the recommendations of the Advisory Council on the Implementation of Pharmacare and encourage the provinces/territories to join together in support of a national program.

Because 2022 saw the creation of CASA agreement “Delivering for Canadians Now” between the federal Liberal and the NDP which included a national pharmacare program;

Because Canada still remains the only country with a universal health care system which does not include coverage for prescription medications;

Because one in five individuals who are either uninsured or underinsured experience access issues, resulting in thousands of avoidable deaths;

Because once implemented, universal single-payer public pharmacare will result in better value for money and substantial savings for governments, businesses and individuals, saving taxpayers an estimated \$5 billion annually and better health for all.

Resolution ESP-137

(Submitted by the Canadian Federation of Nurses Unions, Receipt: 3014)

The CLC will lobby for recognition and support for those working in the care economy comprised of unpaid and underpaid workers who provide care to seniors, the disabled and those with chronic diseases, at home or in long-term care (LTC). Without significant investments in the care economy, health care costs will continue to rise, and workforce productivity will decline as families struggle to provide care.

Because each day about 14% of Canadian hospital beds are filled with patients (85% seniors) awaiting discharge for whom there is no appropriate place to go;

Because 35% of Canada's workers are caregivers;

Because the number of older people requiring assistance is expected to double in 20 years;

Because there is a shortage of home care workers across the country due to inadequate pay and poor working conditions;

Because the acuity of LTC residents in Canada is continuing to increase, even as staffing levels decline.

Resolution ESP-138

(Submitted by the Canadian Federation of Nurses Unions, Receipt: 3015)

The CLC continues to work with all its affiliates and federations of labour to fight against any legislative changes targeting defined-benefit pension plans. In addition, the CLC will continue to lobby the federal government for bankruptcy laws to be amended so workers are first in line to receive compensation when companies go bankrupt, and for worker pension and benefits protection legislation.

Because safe and secure retirement for all workers is one of our fundamental values as unions, and pension security is a fundamental right of our members;

Because governments' and employers' attacks on secure and accessible pension plans have been increasing;

Because workers who defer their salaries by paying into their own pensions expect these funds to be available to them when they retire;

Because workers experience income insecurity when employers fail to fulfill their obligations to worker pension plans, and this acts as a barrier to retirement.

Resolution ESP-139

(Submitted by the Canadian Federation of Nurses Unions, Receipt: 3016)

The CLC and its affiliates and allies continue to oppose privatization of the healthcare system and support increased funding of public health services Canada-wide.

Because private for-profit health care has billed patients and the public system for medically necessary services, and charges patients for upgraded products and other services as a means of maximizing profits.

Because private for-profit delivery of services limits access to care for a wide range of people living in Canada including but not limited to racialized communities, people living in poverty, and other groups of people who would not be able to receive care.

Because people should be able to access care with a health card and not a credit card.

Because protecting our health care system is of paramount concern to everyone living and working in Canada,

Because the ability to access health is a basic human right for all.

Resolution ESP-140

(Submitted by the Canadian Federation of Nurses Unions, Receipt: 3017)

Yes to increase in Federal health transfers with the strongest accountability conditions possible

The CLC will work with all affiliates and Federations of Labour to apply pressure on the federal government and Parliamentarians to better understand their

important role as partners in our Medicare system. This partnership means stable and long-term funding, and being an innovative leader in implementing the next steps in expanding our health care system such as a national pharmacare program, national home care program, national mental health services and improving and enhancing all indigenous health services.

Additional Federal transfers on health should be contingent on strong accountability measures toward improving and transforming our health services to meet the population needs with a guarantee of a well-planned, evidence-based health workforce strategy. This will lead to safe and quality care in every sector of health.

Resolution ESP-141

(Submitted by the Canadian Federation of Nurses Unions, Receipt: 3018)

The CLC promote the Call to Action for a health workforce agency. This call to action is for better planning, better care and better work through better data and with close to 2 million workers in our health care system, we deserve better. The call to action has been signed by over 60 national health organizations.

Pre-pandemic, we knew the health workforce was overstretched due to short staffing, and that there was growing concern about accessing care. Health unions were highlighting rampant violence, burnout, a lack of respect, and no work-life balance.

As the Call to Action states:

We call on the federal government to play a stronger leadership role by establishing a dedicated coordinating body to address critical health workforce data gaps. Reflecting international leading practices, this could be a health workforce agency, akin to the Public Health Agency of Canada.

Resolution ESP-142

(Submitted by the Canadian Union of Postal Workers, Receipt: 3021)

Climate Action

The CLC will explore all possible ways of implementing the 2021 Climate Action Agenda - including holding a major conference on climate justice and just transition and, asking every affiliate to utilize Environment Committees at the national or regional level to help shape a labour-led agenda on climate justice;

Because this is a logical next step since the 2021 Convention passed a comprehensive policy paper on climate action, with specific plans to tackle the key issues arising from the climate emergency;

Because the impact of COVID, economic disruption and inflation, and an energy crisis sparked by the invasion of the Ukraine have distracted from the urgency of addressing the climate issue;

Because Canada's goals set for keeping global warming to 1.5 degrees have fallen short every year, while conservative provincial premiers continue to sabotage efforts to reduce GHG emissions, and Just Transition legislation delayed until 2023.

Resolution ESP-143

(Submitted by the Canadian Union of Postal Workers, Receipt: 3040)

The CLC will call on the federal government to tackle the housing affordability crisis in Canada by improving access to social and affordable housing for all. It means maintaining funding levels of the National Housing Strategy, while addressing its many gaps and includes a return to the Co-Operative Housing vision of the 1970s and 80s that spurred much affordable housing development and included the participation of unions;

Because Canadian workers are currently facing a housing affordability crisis with the increasing disconnect between rents, home prices, and income levels;

Because of soaring prices for home sales and recent hikes in interest rates, household incomes aren't keeping pace with rising rates. Meanwhile, hundreds of thousands find themselves on long waitlists for social housing, as homelessness increases;

Because many - whether in major urban centers or in rural areas - are struggling to find an affordable and decent place to live.

Resolution ESP-144

(Submitted by the Canadian Union of Postal Workers, Receipt: 3042)

The CLC will support legislation that will amend the Bankruptcy and Insolvency Act, the Companies' Creditors Arrangement Act and the Pension Standards Act, 1985; and will give pensioners' first priority for unfunded liabilities in the private

sector. It will support defined benefit company pension plans that would put pension liability ahead of creditors;

The CLC will demand that the Federal Government ensure public pensions are more viable for retired workers by increasing OAS, GIS and CPP for all those eligible;

Because workers deserve pensions that are both decent and secure;

Because seniors are suffering with a higher cost of living, and are struggling to pay bills, and sometimes cutting medications to do so;

Because around half of Canadians have no employer pension, even fewer younger workers have employer pensions, and only 15 to 20 percent of middle-income Canadians, who are without an employer pension plan, have saved enough for retirement.

Resolution ESP-145

(Submitted by the Canadian Union of Postal Workers, Receipt: 3047)

The CLC will:

1. Commit to protecting our own hard-won gains and to fill the gaps in access to sexual and reproductive health and rights in Saskatchewan, including abortion;
2. Lobby the provincial government to maintain access to safe, legal abortions.

Because Unions and labour activists joined the call to decriminalize birth control and abortion in the 60s and 70s in its 1968 submission to the Royal Commission on the Status of Women;

Because, unions have also called for better access to abortion services in regions where it remains difficult to obtain sexual and reproductive health care;

Because In some provinces, like New Brunswick and Prince Edward Island such services are virtually non-existent on account of provincial policies that restrict access or impose limits on funding.

Resolution ESP-146

(Submitted by the Int'l Alliance of Theatrical Stage Empl., Moving Picture Tech., Artists and Allied Crafts of the US, its Territories & Canada, Receipt: 3052)

MENSTRUAL PRODUCTS IN THE WORKPLACE

The Problem or Issue:

Menstrual products are a basic need and are essential to uphold Canadians' sexual and reproductive health and rights, as well as to ensure equitable participation in school, work, and society. One in 3 Canadians who need pads, tampons, or other menstrual products struggle to afford them. The Government of Canada has proposed legislation to require that employers in all federally regulated workplaces provide menstrual products free-of-charge to all employees.

The Action Requested:

That, wherever possible, all unions lobby provincial and territorial governments to ensure that each province and territory propose and enact legislation that would require employers to provide menstrual products to their employees, at no cost to the employee.

Resolution ESP-147

(Submitted by the Regina and District Labour Council, Receipt: 3053)

Because/Whereas:

- Congress of Union Retirees of Canada (CURC), CURC Provincial Federations and CURC Area Council representatives continue to participate, promote, and deliver campaigns of the CLC at all levels of the labour movement;
- The Canadian Labour Congress (CLC) Constitution Article 2, (1) "Promotes the interests of its affiliates" which includes retirees.

Therefore be it resolved:

The Canadian Labour Congress (CLC) will encourage affiliation of Congress of Union Retirees of Canada (CURC) Federations and CURC Area Councils to all CLC Provincial Federations of Labour and CLC Labour Councils, with voice and vote.

Resolution ESP-148

(Submitted by the Regina and District Labour Council, Receipt: 3054)

National Strategy on Seniors

Because/Whereas:

Because, approximately 1 in 5 Canadians will be over 65 years of age by 2030. Recognizing that Canada's policy response to an ageing population is not adequate. The population shift is faster than ever before, health care, social services, and economic systems must be continuously reviewed to ensure that they remain sustainable and continue to meet the needs of all Canadians as they age.

Therefore be it resolved:

The CLC will lobby and monitor the Federal Government and its development of an up-to-date National Seniors' Strategy.

Resolution ESP-149

(Submitted by the Regina and District Labour Council, Receipt: 3056)

Because/Whereas:

Because, workers deserve pensions that are both decent and secure. The CLC must advocate for the protection of workplace defined benefit pension plans during Bankruptcy and Insolvency and the Companies' Creditors Arrangement Act proceedings.

Therefore be it resolved:

The CLC will support legislation that will amend the Bankruptcy and Insolvency Act, the Companies' Creditors Arrangement Act and the Pension Standards Act, 1985, that will give pensioners super priority for unfunded liabilities in private-sector, defined benefit company pension plans that would put pension liability ahead of secured and unsecured creditors.

Resolution ESP-150

(Submitted by the Regina and District Labour Council, Receipt: 3058)

Because/Whereas:

Because, ageism has serious impacts and therefore needs to be understood and addressed. Despite more awareness of ageism in recent years, its prevalence remains deeply engrained in stereotypes, behaviour, and government policy.

Because, ageism underpins many of the current dysfunctional approaches in elder care. The voices, choices, and engagement of elders are neither respected nor valued by decision makers.

Because, ageism, can pit one generation against one another, can devalue or limit our ability to benefit from what older generations can contribute, and can reduce opportunities for health, longevity, and well-being while also having far-reaching economic consequences.

Because, ageism and the neglect that so many elders experienced during the pandemic, we must recognize that denial of human rights of older persons is widespread.

Therefore, be it resolved:

The CLC will encourage and support the development of a UN Convention on the rights of the Ageing and Older Persons.

General Resolutions

Resolution GEN-001

(Submitted by the Congress of Union Retirees of Canada, Receipt: 2708; Durham Region Labour Council, Receipt: 2627; Grey-Bruce Labour Council, Receipt: 2794; North Bay and District Labour Council, Receipt: 2823; and Thunder Bay and District Labour Council, Receipt: 2653)

Phone Scams and Illegal Contracts

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.

Because, seniors are being fraudulently duped into giving their bank accounts under false pretenses. They did not agree to the services from these unscrupulous companies.

Resolution GEN-002

(Submitted by the Congress of Union Retirees of Canada, Receipt: 2713; Durham Region Labour Council, Receipt: 2631; Grey-Bruce Labour Council, Receipt: 2798; and Sudbury and District Labour Council, Receipt: 2998)

Automation, Robots and Artificial Intelligence (AI)

The CLC will, call upon the Federal Government:

- a) 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) That the Registry 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.

Because, there are growing concerns about the negative impact of automation, robots and AI are having on Canadian jobs.

Resolution GEN-003

(Submitted by the Durham Region Labour Council, Receipt: 2632)

Organizer training program for non-unionized workplaces

The CLC will, create an organizer training program for non-unionized workplaces so that non-unionized workers have the tools they need to organize their own workplaces.

Because having centralized resources for workers will help organizing in non-unionized workplaces, work to pool the expertise of all unions that are represented through the CLC and limit competition in organizing drives. This would also aid in the establishment of directly chartered unions that may affiliate directly to the CLC.

Resolution GEN-004

(Submitted by the Vancouver and District Labour Council, Receipt: 2634)

WHEREAS the revelations of unmarked graves at the sites of former residential schools has brought international attention to these crimes against Indigenous nations; and

WHEREAS the Truth and Reconciliation Commission declared in its final report that the residential school system for Indian children was a "systematic, government- sponsored attempt to destroy Aboriginal cultures and languages and to assimilate Aboriginal peoples so that they no longer existed as distinct peoples"; and

WHEREAS there have been repeated calls to action by Indigenous nations, scholars, and activists that crimes of genocide be investigated by independent international bodies of the United Nations, therefore,

THE CANADIAN LABOUR CONGRESS WILL 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.

Resolution GEN-005

(Submitted by the Vancouver and District Labour Council, Receipt: 2636)

WHEREAS Bill C-292 aims to ensure that online communication service providers do not use algorithms and personal information in a manner that results in the adverse differential treatment of any individual or group of individuals on the basis of one or more prohibited grounds of discrimination or on any other grounds; and

WHEREAS particularly since the beginning of the Covid-19 pandemic, there has been an unprecedented rise in online hate, disinformation and right-wing extremism, and allegations about how online platforms use algorithms to promote hate content; and

WHEREAS online platforms and communication services have become integral to an individual's full participation in economic, democratic and societal processes, however, algorithms are increasingly utilized to moderate the content made available to certain individuals,

THE CANADIAN LABOUR CONGRESS WILL endorse MP Peter Julian's Private Member's Bill C-292, An Act respecting transparency for online algorithms.

Resolution GEN-006

(Submitted by the International Brotherhood of Electrical Workers, Local 424, Receipt: 2645)

Russian Aggression in Ukraine

WHEREAS, the Russian invasion of Ukraine has displaced millions of Ukrainians and has resulted in the death of thousands of Ukrainian people.

WHEREAS, there is now 100,000 Refugees from Ukraine now currently living in Canada, with hundreds more arriving weekly.

WHEREAS, the Canadian Labour Congress (CLC) advocates for the Safety and Well being of all workers.

BE IT RESOLVED, that this CLC Convention stands opposed to the current Russian invasion and occupation of Ukraine.

BE IT FURTHER RESOLVED, that the CLC will advocate for the Health, Safety and Well being of Ukrainians, and all other underrepresented groups who have chosen to make Canada their new home.

Resolution GEN-007

(Submitted by the International Brotherhood of Electrical Workers, Local 424, Receipt: 2647)

Support for workers with Long Covid-19

WHEREAS, the long term effects of the Coronavirus on people is still unknown.

WHEREAS, thousands of Canadians and their families have been infected by Coronavirus.

WHEREAS, workers suffering from Long Covid-19 often need to take time off from work for months, much of it often being unpaid.

BE IT RESOLVED, the Canadian Labour Congress (CLC) will urge the Government of Canada to fund research on the long-term effects of the Coronavirus.

BE IT FURTHER RESOLVED, the CLC will Lobby the Government of Canada for support to workers with disabilities related to Long Covid-19.

Resolution GEN-008

(Submitted by the Manitoba Federation of Labour, Receipt: 2648)

The Problem or Issue:

No worker should be forced to choose between going to work sick to pay the bills, and losing income because they stayed home to protect public health. Thanks to the lobbying efforts of the CLC and affiliates, all federally regulated workers now have at least 10 paid sick days, but federally regulated workers only represent about six per cent of the Canadian workforce.

According to Canada's Chief Public Health Officer, as of 2020, a majority of Canadian workers had no access to paid sick leave.

Most provinces and territories have no requirement for workplace paid sick days in Employment Standards, and among those that do, a patchwork of guaranteed days exists (no province provides 10 paid sick days).

The Action Requested:

That the CLC work with provincial federations of labour to ensure all workers in Canada have access to legislated paid sick days on the job.

Resolution GEN-009

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Local 06500, Receipt: 2663)

AMEND OCCUPATIONAL EXPOSURE LIMIT FOR DIESEL EMISSIONS

The current occupational exposure limit (OEL) for diesel particulate is unsafe for underground workers in Canada

Underground workers have the highest rate of occupational disease in Canada.

The best scientific evidence, published by the American Conference of Governmental Industrial Hygienists (ACGIH), Carex Canada and the Occupational Cancer Research Centre (OCRC) all recommend an OEL based on elemental carbon of 20 µg/m³.

Current federal and provincial mining strategies do not include provisions to improve conditions for underground workers.

Current legislation allows hundreds of lives to be lost, undue harm in our communities and incalculable financial loss in our health care and worker's compensation systems.

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.

Resolution GEN-010

(Submitted by the Canadian Union of Public Employees, Local 79, Receipt: 2665)

FRIDAYS FOR FUTURE

The Canadian Labour Congress (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.

Because:

- 1) Climate change continues to impact our communities at home and throughout the globe with extreme temperatures, flooding, and other adverse weather impacts.
- 2) As a labour movement, we are responsible to keep in mind the state of the world that we leave for our future generations.

Resolution GEN-011

(Submitted by the Hamilton and District Labour Council, Receipt: 2672)

BECAUSE the majority of Collective Agreements across Canada have not updated the language of their Parental Leave articles since the 1990s, AND

BECAUSE Permanency Planning as a child welfare model was introduced around 2010, and since then all of Canada's provincial Ministries and Departments responsible for children's welfare and adoption services have been undergoing fundamental changes to how they run their programs, AND

BECAUSE there is evidence that non-traditional parents of a new child (not a newborn) are being denied the Supplemental Unemployment Benefit (SUB) financial top-up that is awarded to biological and traditional parents when they go on parental/maternity leave,

THEREFORE 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.

Resolution GEN-012

(Submitted by the National Union of Public and General Employees, Receipt: 2674)

The Issue:

Across Canada, many governments are passing legislation that is clearly unconstitutional to deny Canadian workers their hard-won Charter and human rights.

Aggressive back-to-work legislation, wage restraint, and right-to-work style of legislation are all attacks on workers' rights and undermine their collective power.

If these attacks are not defeated, they could have national consequences if provinces follow one another.

The Action Requested:

The CLC will:

- Continue to oppose attacks on labour rights in all forms.
- Oppose the use of the notwithstanding clause to override labour rights.
- 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.
- Call on governments for stronger labour laws, legal protections, and adherence to human rights obligations and for removal of barriers to unionization.
- Demonstrate solidarity with workers whose labour rights are under attack.

Resolution GEN-013

(Submitted by the National Union of Public and General Employees, Receipt: 2675)

The Issue:

Workers' ability to withdraw their labour is their most powerful tool in the bargaining relationship.

The Supreme Court of Canada has ruled that workers' right to strike is fundamental.

Across the country, essential services legislation can excessively restrict the number of workers who can exercise this constitutional right due to the nature of their work.

Essential services legislation, therefore, undermines workers' right to strike and to collective bargaining.

The Action Requested:

The CLC will:

- Monitor the use of essential services legislation across the country.
- Create a committee to study the issue of essential services legislation.
- Raise awareness of its impacts through a public education campaign.
- Work to defend and expand the right to strike for all workers.

Resolution GEN-014

(Submitted by the National Union of Public and General Employees, Receipt: 2677)

The Issue:

Canadians are increasingly being forced to work precarious jobs. These offer limited benefits and no job security, and often pay such low wages that people are forced to work multiple part-time jobs to survive. The COVID-19 pandemic added to their precarity: working multiple jobs increased exposure, yet workers lacked health benefits.

The term independent contractor is being used by employers (such as ride-hailing companies) to circumvent employment laws.

The Action Requested:

The CLC will:

Lobby governments to adopt measures to make work less precarious. This would include making it easier for workers to organize into unions, improving employment standards, and removing barriers to eligibility for government programs like employment insurance.

Support drives to unionize precarious workers/precarious places of employment. 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.

Resolution GEN-015

(Submitted by the National Union of Public and General Employees, Receipt: 2685)

The Issue:

Canada's provincial criminal justice systems are in crisis for workers and people who are incarcerated.

Prisons are dangerously overcrowded and dilapidated institutions of last resort for people suffering addiction and psychological injury. Inadequate treatment programs and unsanitary and inhumane living conditions are the norm. Correctional officers face extreme occupational health and safety hazards, critical staffing shortages for all categories, and problems recruiting and retaining.

The Action Requested:

The CLC will:

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

Resolution GEN-016

(Submitted by the National Union of Public and General Employees, Receipt: 2691)

The Issue:

Everyone needs to be free from violence, persecution, discrimination, and stigma. Homophobia, transphobia, and other anti-2SLGBTQIA+ movements are on the rise globally.

The Action Requested:

The CLC will:

Support awareness-raising campaigns and advocacy efforts, including initiatives aimed at combatting homophobia and transphobia in the education system.

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.

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.

Collaborate with gender-diverse movements and organizations to lobby the federal government to provide funding for gender-affirming care that isn't already covered by provincial and territorial health plans (such as craniofacial surgery).

Ensure training for medical professionals on providing gender-affirming care based on the international standards of the WPATH.

Resolution GEN-017

(Submitted by the National Union of Public and General Employees, Receipt: 2692)

The Issue:

There are clear examples of systemic racism in public and private sectors, such as health care, education, criminal justice, child welfare, housing, etc.

Right-wing populism continues to push racist and anti-immigrant sentiment based on lies and misinformation.

Police services continue to fail Indigenous people, Black people, and people of colour.

The Action Requested:

The CLC will:

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).

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.

Work to help end hate and the spread of fascist ideologies.

Resolution GEN-018

(Submitted by the National Union of Public and General Employees, Receipt: 2693)

The Issue:

The demographics of the Canadian workforce are changing.

The changes occurring in Canadian society are reflected in the membership of unions.

Millennials and Gen Z make up a growing portion of union membership and are the future of the labour movement.

The Action Requested:

The CLC will:

Develop resources to inform and educate new young workers who become union members to encourage participation in the labour movement. This will include information about how unions work, campaigns and initiatives, and how to get involved as an activist.

Investigate the possibility of a Canada-wide mentoring program.

Explore ways to provide information about unions to post-secondary institutions and academic programs where students may be entering a unionized workplace.

Lobby governments to get union history into schools' curriculums.

Resolution GEN-019

(Submitted by the National Union of Public and General Employees, Receipt: 2694)

The Issue:

There are boil-water advisories in Indigenous communities; some have been in effect over 20 years.

The labour movement shares a commitment with Indigenous Peoples to end discrimination, racism, and the violence against Indigenous people, particularly Indigenous women, girls, and two-spirit people.

The Action Requested:

The CLC will:

Urge all political parties at the federal level to provide the resources necessary to ensure clean, sustainable water to Indigenous communities immediately.

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.

Ensure that work produced by the CLC is intersectional and examines the impact of issues on Indigenous people and communities.

Work with Indigenous groups and organizations and continue to educate members and the public about the racism and inequality Indigenous people face.

Resolution GEN-020

(Submitted by the National Union of Public and General Employees, Receipt: 2695)

The Issue:

The Accessible Canada Act is a start, but it applies only to federally regulated entities. Passing a Canadians with Disabilities Act will ensure the federal government leads Canada to becoming fully accessible to persons with disabilities.

Long-COVID is a new addition to the growing list of underfunded episodic disabilities. Episodic disabilities are lifelong, have no cure, and do not follow the typical path of illness: warning signs, illness, recuperation, and full recovery.

Hearing loss is the fastest-growing condition, and one of the most prevalent, chronic ones facing Canadians today.

The Action Requested:

Lobby the federal government to pass a Canadians with Disabilities Act.

Research and publish findings on what unions and the labour movement can do to support workers with episodic disabilities (e.g., provisions in collective agreements).

Campaign to have visual notice boards required at all transportation facilities to assist the travel of the hearing impaired.

Resolution GEN-021

(Submitted by the National Union of Public and General Employees, Receipt: 2696)

The Issue:

A recent study found 7 in 10 workers have experienced harassment and violence at work. Women, transgender, and nonbinary workers experience higher rates of harassment and violence, as do Indigenous workers and workers with a disability.

Between 2019 and 2020, police-reported crimes motivated by hatred of a race or ethnicity increased by 80%. Much of the increase was directed at Black, Indigenous, and Asian populations.

Rates of third-party violence and harassment against front-line workers have increased. Yet governments and employers have taken little action—and there remains a gap in Canadian legislation in terms of third-party violence.

The Action Requested:

The CLC will:

Lobby the federal government to rapidly implement the national action plan on gender-based violence that also addresses all forms of racism and hate crimes.

Call on the federal government to implement International Labour Organization (ILO) Convention 190 that addresses gender-based violence and harassment at work.

Resolution GEN-022

(Submitted by the National Union of Public and General Employees, Receipt: 2697)

The Issue:

The COVID-19 pandemic caused an alarming increase in intimate partner violence (IPV) and its severity. It created a “pandemic” within the pandemic and highlighted that the issue has not been adequately addressed by governments.

Now, as inflation impacts Canadians greatly, the cost of basic needs such as food and rent will increase the stressors that can lead to IPV.

The Action Requested:

The CLC will:

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.

Call on governments to introduce within schools' curriculums educational programs on consent, anti-violence, and healthy forms of relationships.

Pressure provincial and territorial governments to implement paid domestic violence leave of at least 5 days per year.

Resolution GEN-023

(Submitted by the National Union of Public and General Employees, Receipt: 2701)

The Issue:

Too often, nondisclosure agreements (NDAs) can be used by employers to cover up allegations of sexual harassment and assault, as well as other human rights violations.

NDAs are increasingly used in workplaces, universities, and government agencies. Complainants who are required to sign an NDA as part of a settlement are prevented from speaking about what happened. Individuals can experience mental health issues because they are unable to speak out or seek the support they need.

NDAs allow perpetrators to continue to harm others in their current or future workplaces.

PEI passed legislation to limit the use of NDAs.

The Action Requested:

The CLC will:

- 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.
- Support groups such as Can't Buy My Silence, who are raising awareness of the issue.

Resolution GEN-024

(Submitted by the National Union of Public and General Employees, Receipt: 2702)

The Issue:

In Colombia, there is a history of state violence and attacks on labour, human rights, and Indigenous leaders. Neoliberal policies and unfair trade agreements have contributed to inequality.

Due to popular uprising and mobilization, the 2022 election provided hope for fulfilling the 2016 peace accord, remedying state-sanctioned violence, and pursuing much-needed policy reforms.

Canadian unions have a strong history of solidarity with labour and social movements in Colombia. It is important to continue solidarity in this crucial moment.

The Action Requested:

The CLC will:

- Urge the Colombian government to respond to the demands of workers' and people's movements.
- Continue to build solidarity with Colombian unions and human rights groups.
- 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.
- Continue to condemn rights violations and pressure the Canadian government to do the same.

Resolution GEN-025

(Submitted by the National Union of Public and General Employees, Receipt: 2703)

The Issue:

During the COVID-19 pandemic, pharmaceutical companies have accumulated staggering profits while the Global South is denied vaccines and medical technology.

This inequality is the result of World Trade Organization rules on Trade-Related Aspects of Intellectual Property Rights (TRIPS).

To stop this inequality, a global campaign was launched demanding temporary suspension of TRIPS, allowing free access to vaccines, medicines, and technology.

The Action Requested:

The CLC will:

- Endorse and promote the global campaign for a Trade-Related Aspects of Intellectual Property Rights (TRIPS) waiver for vaccine and medical technology.
- Highlight how TRIPS contributes to global vaccine inequality.
- Condemn the Canadian government for refusing to vote for the TRIPS waiver.
- Educate the public about the inequality of global vaccine technology.
- Lobby the federal government to support a TRIPs waiver.
- Promote ongoing research, develop communications strategies, and organize actions that will address the global inequality of access to vaccines and medical technology.

Resolution GEN-026

(Submitted by the National Union of Public and General Employees, Receipt: 2704)

The Issue:

Member states of the World Health Organization (WHO) are currently negotiating and drafting a multilateral “convention, agreement or other international instrument on pandemic prevention, preparedness and response.”

Dubbed the Pandemic Treaty (PT), its aim is to “ensure better preparedness and equitable response for future pandemics, and to advance the principles of equity, solidarity, and health for all.”

The Action Requested:

The CLC will:

- Participate in the Pandemic Treaty (PT) stakeholders’ meetings and global public hearings taking place.
- Ensure that workers’ rights and interests are recognized by the PT.

- Consult CLC affiliates to determine workers' priorities to be recognized in the PT.
- Monitor the treaty process (sessions and public hearings), and review any published drafts.
- Raise public awareness about the PT.

Resolution GEN-027

(Submitted by the Grey-Bruce Labour Council, Receipt: 2799; and Ontario Federation of Labour, Receipt: 2716)

ADDRESS ABANDONMENT OF PRECAUTIONARY PRINCIPLE BY GOVERNMENT AND PUBLIC HEALTH

The CLC will address government and public health's failure to collaborate and follow the precautionary principle when it comes to:

- Recognizing airborne transmission of COVID-19;
- Implementing necessary hierarchies of controls for different modes of transmission and variants (e.g., ventilation, respirators); and
- Planning for current and future emergencies.

BECAUSE many workers got sick, died, or suffer long-term symptoms, due to workplace exposure.

BECAUSE workplace transmission drives community spread, prolonging the pandemic, leading to illness and death of family and community members.

BECAUSE federal and provincial governments and public health authorities didn't follow the science around airborne transmission of respiratory viruses despite available evidence.

BECAUSE employers and government failed to collaborate or introduce and enforce precautionary measures to protect frontline workers (e.g., migrant farm and long-term care workers) – many of whom are precarious, low-wage, racialized workers.

Resolution GEN-028

(Submitted by the Ontario Federation of Labour, Receipt: 2717)

SUPPORT IMMIGRATION STATUS FOR ALL

The CLC will encourage affiliates to:

- Demand full immigration status for all migrants and undocumented people now and in the future.
- Support the organizing work of Migrant Workers Alliance for Change, Justicia for Migrant Workers, Migrant Rights Network, and other migrant-led organizations.
- Develop union education about the importance of full immigration status for all, drawing on resources of migrant-led organizations.
- Provide financial support to migrant-led organizations.

BECAUSE:

- COVID-19 has shown none of us are safe unless all of us are safe.
- Too many migrant and undocumented people were denied health care and adequate income support because they did not have full immigration status.
- Full immigration status would make it easier for migrants to join unions and participate in the decent work movement.
- Migrants living in Canada must have the same rights and protections as workers with citizenship.

Resolution GEN-029

(Submitted by the Grey-Bruce Labour Council, Receipt: 2801; and Ontario Federation of Labour, Receipt: 2718)

PREMIUM PAY DURING A DECLARED EMERGENCY

The CLC will 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.

BECAUSE the world continues to experience a global pandemic from COVID-19.

BECAUSE many workers have no option to work from home.

BECAUSE those workers, rightly referred to as essential front-line heroes have worked to ensure that the people of Canada remain healthy, fed and safe.

BECAUSE many of their employers provided enhanced pay recognizing their employees' efforts and to help compensate them for continuing to provide service.

BECAUSE the majority of those same employers ceased paying any premium after a short period of time, despite the ongoing threat from COVID-19.

Resolution GEN-030

(Submitted by the Ontario Federation of Labour, Receipt: 2719)

WORKPLACE VIOLENCE LEGISLATION AND COLLECTIVELY BARGAINED PROTECTIONS

The CLC will promote awareness of workplace violence legislation and urge affiliates to continue to bargain for protections against workplace violence.

BECAUSE workers across Canada continue to experience workplace violence.

BECAUSE protections in law and in collective agreements help protect workers and ensure safe working environments.

BECAUSE it is the responsibility of governments and employers to protect worker safety and to promote awareness of legislation and collective agreement rights related to workplace violence.

Resolution GEN-031

(Submitted by the Grey-Bruce Labour Council, Receipt: 2803; and Ontario Federation of Labour, Receipt: 2720)

BILL C-15 AND THE UNITED NATIONS' DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES (UNDRIP)

The CLC will 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 UNDRIP, including confirmation that:

- UNDRIP shall inform the interpretation of s.35 of the Constitution.
- All references to "consultation and co-operation" shall meet the minimum standards of "free, prior and informed consent" in UNDRIP Article 19.
- UNDRIP Article 4 is adopted in its entirety, including providing the "ways and means for financing" self-determination and self-government.

BECAUSE UNDRIP recognizes the urgent need to respect and promote Indigenous Peoples' inherent rights.

BECAUSE Bill C-15: An Act respecting the United Nations Declarations on the Rights of Indigenous Peoples purports to adopt UNDRIP's principles.

BECAUSE the CLC is concerned that Bill C-15 renders UNDRIP subordinate to existing Canadian, colonial, legal frameworks.

Resolution GEN-032

(Submitted by the Grey-Bruce Labour Council, Receipt: 2804; and Ontario Federation of Labour, Receipt: 2721)

OPPOSING THE INTERNATIONAL HOLOCAUST REMEMBRANCE ALLIANCE (IHRA) DEFINITION OF ANTISEMITISM

The CLC will:

- Affirm and widely publicize opposition to the IHRA definition of antisemitism.
- 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.

BECAUSE:

- CLC opposes antisemitism, Islamophobia, anti-Black racism, anti-Indigenous racism, white supremacy and all forms of discrimination, racism and hatred.
- The IHRA Working Definition of Antisemitism has been used to silence those who denounce human rights violations against the Palestinian people, as documented by Amnesty International, Human Rights Watch and B'Tselem.
- The Canadian federal government has adopted the IHRA definition alongside the illustrative examples.
- In October 2020, Premier Doug Ford issued an Order in Council 1450/2020 which declared that the Ontario government would adopt the IHRA definition.

Resolution GEN-033

(Submitted by the National Union of Public and General Employees, Receipt: 2730)

The CLC will:

- lobby the federal government to stop sending garbage and toxic waste to other countries;

BECAUSE every human deserves an environment free of toxic and waste, no matter where they live; and

BECAUSE developing and poor nations have been a dumping ground for countries like Canada.

Resolution GEN-034

(Submitted by the North Bay and District Labour Council, Receipt: 2733)

Health

Whereas the CLC is desirous of supporting programs and services directed at the health and welfare of members and fellow citizens in the members' work;

Be it resolved:

- that the CLC 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.

Resolution GEN-035

(Submitted by the Manitoba Federation of Labour, Receipt: 2738)

The Problem or Issue:

There are approximately 30 First Nations communities currently under boil water advisories, and there is a need to increase public awareness of this issue.

Due to colonization and institutional racism, Indigenous communities have historically not had access to the same safe and sustainable drinking water infrastructure that other communities in Canada have access to.

Working in partnership with First Nations communities to ensure safe, sustainable drinking water systems and training to maintain them can ensure good jobs are created in these communities.

The Action Requested:

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-036

(Submitted by the Manitoba Federation of Labour, Receipt: 2740)

The Problem or Issue:

Right-wing provincial governments continue to escalate their attacks on workers, unions, and labour rights.

As we have seen with wage-freeze laws that strip away collective bargaining rights in Nova Scotia, Manitoba, and Ontario, as well as with the Ford government's attempts to use the Notwithstanding Clause to disregard workers' rights to strike and collective bargaining, right-wing governments are taking increasingly extreme measures to attack workers and unions.

While these fights have occurred in specific provinces, they are of national importance because if one government is allowed to get away with attacking labour rights, others will follow suit.

The Action Requested:

That the CLC work with affiliates, including federations of labour, to advance a strategic "fight-back" campaign to protect free and fair collective bargaining and make improvements to labour relations legislation and practices.

Resolution GEN-037

(Submitted by the National Union of Public and General Employees, Receipt: 2746; and National Union of Public and General Employees, Receipt: 2960)

The CLC will:

Lobby the federal government to establish a National Action Plan on Gender-Based Violence that addresses:

- violence against Indigenous women, girls and 2SLGBTQQIA people as recommended by the Inquiry Report into Missing and Murdered Indigenous Women and Girls; and
- all forms of 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;

BECAUSE before the pandemic, hate and violence against cis and trans women, two-spirit and gender diverse people was already a crisis. During the pandemic, the crisis has become more pronounced; and

BECAUSE a survey by Native Women's Association of Canada found that one in five Indigenous women report they have been the subject of physical or psychological violence since the start of the pandemic in March.

Resolution GEN-038

(Submitted by the National Union of Public and General Employees, Receipt: 2747)

The CLC will:

- work with relevant international organizations, such as Public Services International and the International Trade Union Confederation, to recognize the ongoing humanitarian crises in north of Africa, and ask the Canadian government to open its immigration programs to those fleeing this area;

BECAUSE every year thousands of people with their families leave their land to get to Europe, on the way they die, disappear, or drown in the Channel or Mediterranean Sea; and

BECAUSE asylum seeker's rights are human rights; and

BECAUSE we are the defenders of human rights.

Resolution GEN-039

(Submitted by the National Union of Public and General Employees, Receipt: 2748)

The CLC will:

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

BECAUSE China continues to violate basic human, civil, and labour rights.

Resolution GEN-040

(Submitted by the National Union of Public and General Employees, Receipt: 2749)

The CLC will:

- work with sex workers and sex-worker-led organizations, and international labour movement where appropriate, to support federal changes necessary to fully decriminalize sex work allowing sex workers to access full rights and protections as workers to improve their working conditions and make their work safer including but not limited to:
 - lobbying 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
 - the repeal of laws around sex work introduced through Bill C-36;

Because the decriminalization of sex work will combat stigma and discrimination against sex workers; and

Because sex work is work and sex workers should have all the rights and protections afforded to any worker in B.C.

Resolution GEN-041

(Submitted by the National Union of Public and General Employees, Receipt: 2750)

The CLC will:

- lobby to demand that the federal government abide by the ruling of the Canadian Human Rights Tribunal (CHRT) and cease this discrimination against Indigenous children, families, and communities;

BECAUSE the child welfare funding provided for Indigenous children is currently less than the funding provided for non-Indigenous children; and

BECAUSE the CHRT ruled on January 26, 2016, that the federal government had discriminated against Indigenous children by providing inadequate funding; and

BECAUSE 52.2 per cent of children in foster care in Canada are Indigenous, yet account for only 7.7 per cent of the child population in Canada; and

BECAUSE the Indigenous agencies do the same work as government ministry agencies.

Resolution GEN-042

(Submitted by the National Union of Public and General Employees, Receipt: 2753)

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;

BECAUSE reconciliation is a necessary and important goal in the fight for social and economic justice; and

BECAUSE Indigenous Peoples' stewardship of the land pre-dates the establishment of colonial administration and is rooted in traditional forms of law and leadership, including Hereditary Chiefs; and

BECAUSE the Supreme Court of British Columbia recognized in the Delgamuukw decision, the sovereignty of Indigenous nations and authority of Hereditary Chiefs, as the legal representatives of their nations.

Resolution GEN-043

(Submitted by the National Union of Public and General Employees, Receipt: 2754)

The CLC will:

- 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
- lobby the Canadian government to actively pursue reconciliation by giving Indigenous Peoples a seat at the table of policy and governance in Canada;

BECAUSE the Indian Act is Canada's own form of apartheid; and

BECAUSE of its causing and contributing factors towards systemic racism and discrimination towards Canada's Indigenous Peoples; and

BECAUSE the devastating effects of the Indian Act are still being felt today.

Resolution GEN-044

(Submitted by the National Union of Public and General Employees, Receipt: 2755)

The CLC will:

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

BECAUSE police investigations are being conducted by their internal parties and therefore are biased towards those police processes, policies, and authorities being investigated; and

BECAUSE many of the 231 Calls for Justice recommendations resulting from the National Enquiry on the Murdered and Missing Indigenous Women and Girls call for police reform and increased oversight; and

BECAUSE police services are and continue to fail Indigenous Peoples; and

BECAUSE the establishing of Indigenous civilian bodies in all jurisdictions to oversee police investigations will help cases involving Indigenous Peoples; and

BECAUSE the province's commitment to revitalizing Indigenous laws would strengthen the accountability processes.

Resolution GEN-045

(Submitted by the National Union of Public and General Employees, Receipt: 2756)

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;

BECAUSE currently, the Canadian food industry allows many cancer-causing dyes, cheap additives that are banned elsewhere, and misleading product labels.

Resolution GEN-046

(Submitted by the National Union of Public and General Employees, Receipt: 2758)

The CLC will:

- lobby training and regulation bodies (i.e., colleges, universities, professional accreditation associations) to develop training and accreditation for persons with diverse learning abilities;

BECAUSE nationally there is a shortage of qualified workers in the fields of health care and community support services; and

BECAUSE persons with diverse abilities, wanting to work in health care and community support service professions, may acquire necessary professional skills by hands-on, experiential training not available in “traditional” classroom-based training programs; and

BECAUSE health care providers and community support service providers should reflect the diverse society that we live in.

Resolution GEN-047

(Submitted by the National Union of Public and General Employees, Receipt: 2759; and National Union of Public and General Employees, Receipt: 2760)

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;

BECAUSE discrimination and racism exist in all aspects of our society including within our unions and workplaces; and

BECAUSE employers are often unaware their policies, hiring and promoting practices, and organizational culture are often steeped in systems of oppression and discrimination.

Resolution GEN-048

(Submitted by the National Union of Public and General Employees, Receipt: 2761)

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;

BECAUSE giving our Canadian students a better opportunity for success at medical schools in Canada; with the overwhelming lack of physicians available for the Canadian population, families start to wonder why more seats at schools locally /nationally are not available in Canada; and

BECAUSE nearly 75% of Canadian students travel abroad to study in medical schools after unsuccessful attempt at gaining matriculation at medical schools in Canada.

Resolution GEN-049

(Submitted by the National Union of Public and General Employees, Receipt: 2763)

The CLC will:

- call on the Government of Canada 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;

BECAUSE Canada has fewer apprenticeships compared to similar OECD countries primarily because of a lack of coordination among provincial and territorial apprenticeship systems and the lack of recognition for the skills people acquire as apprentices.

Resolution GEN-050

(Submitted by the National Union of Public and General Employees, Receipt: 2764)

The CLC will:

- call on the Government of Canada to enact legislation that will make each level and field of education free and accessible to all; and
- work to ensure that all elements of the overall student experience including housing, public transport and grants are available to all students;

BECAUSE financial barriers to accessing public education are rising making education less inclusive; and

BECAUSE equal access to public education, not depending on the student's race or class, is one of the foundations of a fair and democratic society; and

BECAUSE education is a human right.

Resolution GEN-051

(Submitted by the National Union of Public and General Employees, Receipt: 2765)

The CLC will:

- call on the Government of Canada to follow through on the Truth and Reconciliation Commission's (TRC) calls to action including Call to Action 11. "To provide adequate funding to end the backlog of First Nations students seeking a post-secondary education";

BECAUSE there continues to be a backlog of First Nations students seeking a post-secondary education; and

BECAUSE Indigenous people experience more systemic barriers in accessing education than their non-Indigenous counterparts; and

BECAUSE the TRC calls to action on education remain incomplete.

Resolution GEN-052

(Submitted by the National Union of Public and General Employees, Receipt: 2766)

The CLC will:

- lobby the federal government to:
 - 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
 - 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;

BECAUSE the CLC has supported progressive social programs: the national child care program, PharmaCare, and universal health care; and

BECAUSE school food programs have relied on teacher, staff, and other volunteers, with many paying for students' food; and

BECAUSE the Coalition for Healthy School Food believes that a national school food program should include funding for decent, secure jobs for school food workers.

Resolution GEN-053

(Submitted by the National Union of Public and General Employees, Receipt: 2767)

The CLC will:

- advocate that the voting age in Canada be lowered to age 16;

BECAUSE youth have the most at stake in the political decisions being made; and

BECAUSE youth desire and deserve to be informed participants in society and a world impacted by climate change.

Resolution GEN-054

(Submitted by the National Union of Public and General Employees, Receipt: 2768)

The CLC will:

- highlight the accomplishments of young workers and encourage young workers to get involved in unions and the labour movement; and
- develop resources for young workers to encourage participation in the union movement including as activists, in campaigns, initiatives, and other relevant information; and
- explore ways to introduce unions to students in post-secondary institutions and academic programs connected to unionized workplaces;

BECAUSE many young workers are new to unions and may be unaware of opportunities available to them as young union members; and

BECAUSE knowing who is involved in young worker committees and initiatives, or how to access this information, can avoid delays in becoming active; and

BECAUSE resources will help activists of all generations connect young workers and empower them to get involved; and

BECAUSE many young workers enter unionized workplaces from post-secondary programs where they may never learn about unions.

Resolution GEN-055

(Submitted by the National Union of Public and General Employees, Receipt: 2769)

The CLC will:

- work with affiliates to further unionized workers' right to strike, including during the term of a collective agreement; and
- 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;

BECAUSE Canadian labour legislation has focused on ensuring industrial peace and suppressing strikes and worker militancy; and

BECAUSE in 2022, the Ford Government in Ontario attempted using the Notwithstanding Clause to suppress workers' right to strike which could embolden other governments to use such tactics; and

BECAUSE workers in the U.S.A. have the right to "protected concerted activity" which protects non-unionized workers demanding better conditions in their workplaces; and

BECAUSE in Europe strikes over broader issues (such as government austerity agendas) effectively put pressure on employers and governments.

Resolution GEN-056

(Submitted by the National Union of Public and General Employees, Receipt: 2771)

The CLC will:

- list on their website all current committees and working groups and how to find out more about their work;

BECAUSE the CLC website is lacking critical information; and

BECAUSE a website with up-to-date, relevant information is an invaluable resource for both seasoned and new activists; and

BECAUSE providing information about the work of the CLC will benefit affiliates who may have activists interested in supporting this work.

Resolution GEN-057

(Submitted by the National Union of Public and General Employees, Receipt: 2772)

The CLC will:

- 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; and
- lobby with relevant international labour organizations, to expel Iran from ILO; and
- 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;

BECAUSE for over 43 years the regime of Iran has systematically violated human rights: activists for worker's rights, women's rights, political rights, labour rights and human rights, have been imprisoned, executed, tortured, and terrorized; and

BECAUSE the world is watching the revolution unfold on the streets of Iran for Woman, Life, Freedom and the demand to overthrow the dictatorship by the people of Iran since 2022.

Resolution GEN-058

(Submitted by the National Union of Public and General Employees, Receipt: 2780)

THEREFORE BE IT RESOLVED that the CLC will 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 supply of critical, vital and essential medical supplies and equipment made in Canada.

Because the COVID-19 pandemic has exposed the vulnerability of relying on foreign produced supplies and equipment in times of major public health emergencies.

Resolution GEN-059

(Submitted by the National Union of Public and General Employees, Receipt: 2781)

The CLC will campaign for the Federal Government (1) to promote implementation of The National Standard for Psychological Health and Safety in the Workplace (the National Standard); (2) to provide guidance and financial support to employers for the purpose of implementing to the National Standard; and (3) to incorporate the National Standard into the Canada Labour Code.

Because workplace health and safety includes more than just physical safety.

Because Canada was once a leader in Psychological Health and Safety in the Workplace, and has now fallen behind other countries.

Because employers are required to create safe work environments and this includes in psychologically healthy work environments.

Because it is the right thing to do.

Resolution GEN-060

(Submitted by the National Union of Public and General Employees, Receipt: 2782)

THEREFORE BE IT RESOLVED that 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.

Because extensive pilot projects across Europe have demonstrated increased productivity and improved wellbeing.

Because reducing commuting helps fight climate change.

Because hours worked does not equal productivity, as demonstrated by Germany and the Netherlands who have the shortest work weeks in Europe and the highest productivity.

Because Iceland, Scotland, Ireland and Spain have demonstrated the success and benefits of a four-day work week through pilot studies.

Because there is a cost to the state of overwork including mental illness, increased chronic conditions, and stress-related leaves.

Because a two-day weekend was created through union activism in the early twentieth century, and work is increasingly complex and technical, resulting in workers needing more rest.

Resolution GEN-061

(Submitted by the National Union of Public and General Employees, Receipt: 2783)

THEREFORE BE IT RESOLVED that given today's technology, employees are expected to answer work calls and messages outside their scheduled working hours, the CLC should campaign for "right to disconnect" legislation and the negotiation and enforcement of collective agreement provisions that protect the right to disconnect.

Because this would help prevent employee burnout.

Because this would allow for employees to spend quality time with family, friends, and themselves.

Because this would enable workers to return to work refreshed and focused.

Resolution GEN-062

(Submitted by the Grey-Bruce Labour Council, Receipt: 2800)

SUPPORT IMMIGRATION STATUS FOR ALL

The CLC will encourage affiliates to:

- Demand full immigration status for all migrants and undocumented people now and in the future.
- Support the organizing work of Migrant Workers Alliance for Change, Justicia for Migrant Workers, Migrant Rights Network, and other migrant-led organizations.
- Develop union education about the importance of full immigration status for all, drawing on resources of migrant-led organizations.
- Provide financial support to migrant-led organizations.

BECAUSE:

- COVID-19 has shown none of us are safe unless all of us are safe.

- Too many migrant and undocumented people were denied health care and adequate income support because they did not have full immigration status.
- Full immigration status would make it easier for migrants to join unions and participate in the decent work movement.
- Migrants living in Canada must have the same rights and protections as workers with citizenship.

Resolution GEN-063

(Submitted by the Grey-Bruce Labour Council, Receipt: 2802)

WORKPLACE VIOLENCE LEGISLATION AND COLLECTIVELY BARGAINED PROTECTIONS

The CLC will promote awareness of workplace violence legislation and urge affiliates to continue to bargain for protections against workplace violence.

BECAUSE workers across Canada continue to experience workplace violence.

BECAUSE protections in law and in collective agreements help protect workers and ensure safe working environments.

BECAUSE it is the responsibility of governments and employers to protect worker safety and to promote awareness of legislation and collective agreement rights related to workplace violence.

Resolution GEN-064

(Submitted by the Grey-Bruce Labour Council, Receipt: 2806; and Ontario Federation of Labour, Receipt: 2723)

CLIMATE CHANGE

The CLC will call on all levels of government in Canada to dedicate resources to assist the integration of refugees and immigrants displaced by climate change.

BECAUSE climate change has resulted in the displacement of refugees and migrants.

BECAUSE much of this displacement is occurring in the global south in countries that contributed very little to GHG emissions compared to wealthy industrialized northern countries.

Resolution GEN-065

(Submitted by the Canada Employment and Immigration Union, Local 70708, Receipt: 2814)

WHEREAS the federal liberal government has mis-managed operations at Employment and Social Development Canada resulting in unprecedented passport and EI backlogs; and

WHEREAS all federal departments deal with both the bad decisions of incompetent management as well as the public scrutiny that comes as a result of employer mismanagement; therefore

BE IT RESOLVED that the CLC shall campaign to make changes to the Federal Public Sector Labour Relations and Employment Act allowing applicable unions to negotiate staffing and operational provisions into collective agreements

Resolution GEN-066

(Submitted by the Canada Employment and Immigration Union, Local 70708, Receipt: 2815)

WHEREAS the usage of artificial intelligence (AI) and automation has significantly increased in use at Immigration, Refugees and Citizenship Canada (IRCC); and

WHEREAS the usage of AI and automation creates inherent bias which impacts already at risk and marginalized immigration and refugee applicants; and

WHEREAS increased automation at IRCC both removes the humanity from the immigration and asylum processes and digitizes meaningful bargaining agent work; therefore

BE IT RESOLVED that the Canada Labour Congress lobby the federal government to limit the expanded usage of automation and artificial intelligence being used at IRCC.

Resolution GEN-067

(Submitted by the North Bay and District Labour Council, Receipt: 2827)

Automation, Robots and Artificial Intelligence [AI]

Because, there are growing concerns about the negative impact of automation, robots and AI are having on Canadian jobs.

The CLC will call upon the Federal Government:

- a) 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) That the Registry 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.

Resolution GEN-068

(Submitted by the Canada Employment and Immigration Union, Local 70708, Receipt: 2829)

Collective Agreement entitlements for staffing and operations within the federal public sector

WHEREAS the federal liberal government has mis-managed operations at Employment and Social Development Canada resulting in unprecedented passport and EI backlogs; and

WHEREAS all federal departments deal with both the bad decisions of incompetent management as well as the public scrutiny that comes as a result of employer mismanagement; therefore

BE IT RESOLVED that the CLC shall campaign to make changes to the Federal Public Sector Labour Relations and Employment Act allowing applicable unions to negotiate staffing and operational provisions into collective agreements

Resolution GEN-069

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2833)

CYBERBULLYING

The Problem or Issue:

Cyberbullying is affecting more and more people, and measures against cyberbullying remain insufficient.

The Action Requested:

That the CLC 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.

Resolution GEN-070

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2834)

ASYLUM-SEEKING AND IMMIGRANT WORKERS

The Problem or Issue:

Thousands of people are living without status in Canada and facing extreme employment precarity, even though they are making a positive contribution to our communities. The current “guardian angel” program aimed at regularizing the status of migrants working in health care has failed to deliver on its promise. Regularization of the status of migrant workers could alleviate the critical labour shortage in many industries, including health and social services.

The Action Requested:

That the CLC call on the federal government to grant permanent residency to all workers, regardless of their occupation, who are awaiting regularization of their immigration status, as well as to the thousands of people who are living without status in Canada and facing extreme employment precarity, even though they make a positive contribution to our communities.

Resolution GEN-071

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2835)

ON-DEMAND WORK AND THE DIGITAL PLATFORM ECONOMY

The Problem or Issue:

Many companies offering on-demand services using mobile apps are exploiting international tax loopholes and fraudulent offshore schemes to avoid their tax responsibilities.

The Action Requested:

That the CLC exert pressure to ensure that new app-based technologies do not lead to the deterioration of working conditions for workers in the gig economy and that these workers have the same rights as other workers, including the right to collective bargaining.

That it support workers and labour unions in unionizing this sector, and that it push for the modernization of labour codes and tax legislation to ensure that employers in the gig economy pay their fair share of taxes and fulfill their obligations.

Resolution GEN-072

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2836)

ELIMINATE TUITION FEES AND STUDENT DEBT FOR POST-SECONDARY EDUCATION

The Issue:

Tuition fees and student debt in Canada are at an all-time high. The average student debt is currently estimated to be close to \$28,000 for a bachelor's degree and \$15,300 for college graduates.

Increasing expectations for education in our current economy and labour markets make access to post-secondary education a priority for many young workers in Canada.

With tuition fees climbing and record-high inflation, new graduates are finding themselves struggling to manage their student debts. This ultimately perpetuates the cycle of marginalization and poverty for young Canadians.

The Action Requested:

The CLC will work with federations and affiliates to urge the federal government to eliminate tuition fees and student debt across Canada toward a tuition-free education model like other OECD countries.

Resolution GEN-073

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2839)

CULTIVATING UNION EDUCATION IN CANADA

The Issue:

The resurgence of labour union activity, brought on by the global pandemic, has highlighted the urgency in delivering union education within the Canadian public and the wider labour movement.

Finding effective methods to engage union members, and workers in general, continues to be an important way to cultivate increased participation within unions and the fight to improve workplace rights in Canada.

The Action Requested:

The CLC will research common perceptions workers have of unions to identify effective approaches to enhancing union participation. From their findings, the CLC will develop educational resources, made available to federations and union affiliates.

The CLC will follow up on these practices through post-engagement evaluations to ensure the practices are effective.

Resolution GEN-074

(Submitted by the International Federation of Professional and Technical Engineers, Local 160 Society of Energy Professionals, Receipt: 2841)

Federal Funding for Legal Aid Services

The Problem or Issue:

Equal access to justice is one of the fundamental cornerstones of Canadian democracy, yet those who are most marginalized and in possession of the least financial resources often experience the greatest attacks on their rights. The ability to exercise one's rights and freedoms, in accordance with the rule of law, should not be diminished merely because a person lacks the resources to defend them.

The Federal Government used to provide funding for Provincial legal aid programs on a 50% cost-sharing basis. However, the Federal share of legal aid funding has declined to as little as 14%.

The Action Requested:

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

Resolution GEN-075

(Submitted by the International Federation of Professional and Technical Engineers, Local 160 Society of Energy Professionals, Receipt: 2842)

Truth and Reconciliation Commission's Call to Action

The Problem or Issue:

The Truth and Reconciliation Commission spent 6 years travelling to every province and territory to hear from more than 6,000 witnesses about their experiences in the Residential School system. The Commission used the information to formulate 94 Calls to Action in order to redress the legacy of residential schools and advance the process of Canadian reconciliation with Indigenous peoples.

The federal Liberal government in 2015 campaigned on the promise of carrying out every one of the calls to action yet, five years later, have failed to deliver. As of this year, only 13 of the 94 calls to action have been completed, and less than half have been completed or are underway.

The Action Requested:

That the CLC, pressure the federal government to complete the Calls to Action before the next election. And that the CLC design a campaign for advocacy of completion of the calls to action and encourage affiliates to join.

Resolution GEN-076

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2844)

ADVOCACY, EDUCATION, AND TRAINING TO SUPPORT CONVERSION THERAPY SURVIVORS

The Issue:

In December 2021, Canada passed a law prohibiting and criminalizing conversion “therapy” practices to affirm the fact that all Canadians, including 2SLGBTQI+ persons, have an inherent right to a life with dignity, free from discrimination, prejudice, and harm.

However, the work is far from done. 2SLGBTQI+ advocates continue to emphasize the need to support survivor healing, education, and public awareness efforts across Canada.

The Action Requested:

The CLC will work with federations and affiliates to:

- Lobby the federal government to consult with all provinces, territories, and municipalities in efforts to enact complementary prohibitions on conversion practices.
- 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.

Resolution GEN-077

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2845)

THE RECOGNITION OF THE NATIONAL DAY FOR TRUTH AND RECONCILIATION AS A HOLIDAY ACROSS ALL CANADIAN PROVINCES

The Issue:

Marking September 30th as the National Day for Truth and Reconciliation is one of the 94 Calls to Action of Canada’s Truth and Reconciliation Commission.

Only the federal government and the provinces of Nova Scotia and Prince Edward Island currently recognize September 30th as a statutory holiday.

The Action Requested:

The CLC will work with federations and affiliates to lobby all remaining provinces which still need to legislate September 30th as a statutory holiday.

Resolution GEN-078

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2846)

EQUITY FOR FIRST NATIONS CHILDREN

The Issue:

Canada has repeatedly dodged its responsibility to protect all persons in Canada by challenging the January 2016 Canadian Human Rights Tribunal decision, which found Canada to be discriminating against 165,000 First Nations children and failing to provide equitable funding, supports and services.

The First Nation Child and Family Caring Society (The Caring Society) created The Spirit Bear Plan to End Inequities in Federally Funded Public Services for First Nations Children, Youth and Families (The Spirit Bear Plan).

The Action Requested:

The CLC will work with federations and affiliates to:

- Lobby the government to fully endorse The Spirit Bear Plan.
- Lead a national Indigenous rights lobby day which includes Equity for First Nations children, among other issues deemed to be a priority by Indigenous workers.

Resolution GEN-079

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2847)

COMBATTING RACISM AND HATE IN CANADA THROUGH THE COLLECTIVE BARGAINING PROCESS

The Issue:

The COVID-19 pandemic highlighted the disproportionate levels of hate experienced by Indigenous, Black, and racialized workers in Canada. Workplace inequities are a microcosm of broader systemic inequities along the intersections of race, gender, ability, sex, class, religion, etc.

The collective bargaining process is the most salient mechanism that unionized workers have in addressing workplace power imbalances and creating safe workplaces.

The Action Requested:

The CLC will:

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

Resolution GEN-080

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2849)

The Issue:

Gender-based violence comes in many forms. Most workers do not have the training to properly assess, intervene in, and prevent incidents of gender-based violence and harassment in the workplace. 7 in 10 workers have experienced harassment and violence at work. Nearly 1 in 2 workers have experienced sexual harassment and violence in the past two years. Customers, clients, and patients are common perpetrators.

Workers need a workplace where they do not fear coming to work at risk of being injured physically or verbally. Proper training and knowledge in fostering an environment that is free from all forms of abuse is a workplace right.

The Action Requested:

The CLC will encourage its affiliates to negotiate language into collective bargaining agreements which calls for zero tolerance to all forms of violence in our workplaces.

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

Resolution GEN-081

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2850)

SYSTEMIC RACISM AND DISCRIMINATION

The Problem or Issue:

Systemic racism and discrimination lead to social inequalities.

The Action Requested:

That the CLC forcefully acknowledge the existence of systemic racism and discrimination and make the necessary representations to government to ensure that all people are treated equally.

That the CLC 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.

That it 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.

Resolution GEN-082

(Submitted by the United Food and Commercial Workers International Union, Receipt: 2851)

DOMESTIC VIOLENCE AND PAID LEAVE LANGUAGE IN COLLECTIVE BARGAINING AGREEMENTS

The Issue:

Domestic violence does not stay at home. It follows people to work, putting jobs and safety at risk. Collective bargaining can play an important role in keeping people safe and supported at work. By negotiating language on domestic violence, unions also send a strong message that domestic violence will not be tolerated and may help members feel more comfortable disclosing their situation and getting the help they need.

The Action Requested:

The CLC will provide educational resources to federations and affiliates that will help them negotiate language into collective bargaining agreements that:

1. Provide 10 days of paid leave for employees experiencing family or domestic violence;
2. Implement workplace safety strategies and a timely and effective process for resolving concerns;
3. Protect employees from adverse action or discrimination on the basis of their disclosure, experience, or perceived experience of domestic violence.

Resolution GEN-083

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2859)

COMBATTING VIOLENCE IN THE WORKPLACE

The Problem or Issue:

Violence comes in many forms and can include, without being limited to, public harassment, incidents stemming from prejudice and violence motivated by hate. Most workers are not trained to assess, respond to or prevent incidents of violence and harassment in the workplace.

The Action Requested:

That the CLC encourage its affiliated unions to continue to negotiate clauses in collective agreements that call for zero tolerance for all forms of workplace violence and to promote and provide training on how co-workers who witness such violence can intervene.

Resolution GEN-084

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2861)

TELECOMMUNICATIONS

The Problem or Issue:

Over the past 20 years, we have witnessed the erosion of quality telecom jobs in Canada, while the number of offshored jobs in this sector continues to grow. Canadian telecommunications companies are highly profitable and benefit from generous government subsidies. 86% of Quebecers believe that companies that make profits and receive subsidies should be prohibited from offshoring jobs outside our borders.

The Action Requested:

That the CLC, 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.

Resolution GEN-085

(Submitted by the Canadian Office and Professional Employees' Union, Receipt: 2862)

Systemic Racism and Discrimination

The Issue:

Systemic racism and discrimination have disastrous and, sometimes, deadly consequences. It is easy to recognize and condemn the gross discrimination expressed by a set of ideas, attitudes or acts that have the effect of 'inferiorizing' groups or individuals economically, culturally, and politically. Systemic racism and discrimination are less widely understood and rarely denounced, given that they operate insidiously through gestures that are unconscious and often viewed as harmless, or through institutional policies or decision-making processes which uphold the patriarchy and ableist, straight, white supremacy.

The Action Requested:

The CLC will:

- Acknowledge the existence of systemic racism and discrimination in Canadian society; and
- 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.

Resolution GEN-086

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2867)

INDIGENOUS RIGHTS

The Problem or Issue:

Much work remains to be done to implement the UN Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission's Calls to Action. Many of the 142 Calls to Action of the Viens Commission take aim at the federal government because Indigenous peoples continue to experience systemic racism and intergenerational trauma resulting from the genocidal policies of Canadian governments.

The Action Requested:

That the CLC, in collaboration with Indigenous representatives, 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.

Resolution GEN-087

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2871)

PROTECTION OF THE STATUS OF POST-DOCTORAL FELLOWS AS HIGHLY QUALIFIED PERSONNEL

The Problem or Issue:

Post-doctoral fellows have the status of highly qualified personnel, not of students. A post-doctoral worker is an employee who pays taxes without enjoying employee benefits. Their salary is usually around the same as the average salary of a working person with an equivalent or lower degree and the years of work as a postdoc are rarely considered by companies as full years of experience.

The Action Requested:

That 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.

Resolution GEN-089

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2875)

OFFSHORE SUBCONTRACTING AND WORKERS' RIGHTS

The Problem or Issue:

Videotron's subcontractor, owned by the Egyptian government, has threatened reprisals against workers who recently participated in job action. The federal government and the Canada Infrastructure Bank plan to inject more than \$8 billion into Canadian telecommunications companies by 2027. Many of the Canadian telecom companies receiving these subsidies use subcontractors in countries where labour standards are much lower than in Canada.

The Action Requested:

That the CLC 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.

Resolution GEN-090

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2876)

ADDING A COLLECTIVE RIGHT OF REFUSAL TO THE CANADA LABOUR CODE

The Problem or Issue:

During the pandemic, workers had too little control over their environment and at times found themselves facing unsafe situations. It was difficult for them to exercise their occupational health and safety rights to avoid working in unsafe conditions. With stronger health and safety rights, including the right to collectively refuse unsafe working conditions, the number and extent of outbreaks likely could have been limited.

The Action Requested:

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

Resolution GEN-091

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2877)

FOR TELEWORK THAT MEETS WORKERS' NEEDS

The Problem or Issue:

With the pandemic, telework has seen significant growth. Unfortunately, employers refuse to negotiate its conditions with unions. In addition, labour laws are not adapted to this new form of work organization.

The Action Requested:

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

That the CLC call for the improvement of labour standards by requiring:

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

Resolution GEN-092

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2883)

IMPROVING OUR ABILITY TO FACE FUTURE CRISES

The Problem or Issue:

The health crisis exposed weaknesses in global supply chains in several strategic sectors, including food, medical and personal protective equipment, and medicines. The pandemic has revealed the extent to which Canada is dependent on the rest of the world.

The Action Requested:

That the CLC call on the federal government to build up domestic production capacity in strategic sectors such as bio-food and pharmaceuticals.

That the CLC urge the federal government to build strategic reserves of essential medical goods and medicines to better respond to future health crises.

Resolution GEN-093

(Submitted by the Canadian Office and Professional Employees' Union, Local 378 - MoveUP, Receipt: 2885)

Clean water for all

The Issue:

Canada acknowledges that access to clean, accessible water is critical to human health, a healthy environment, poverty reduction, a sustainable economy, and peace and security. But while Canada supports global water initiatives and is one of the most water-rich nations in the world, hundreds of First Nations communities continue to lack access to clean water.

The Action Requested:

The CLC and its affiliates will:

- Work with Indigenous communities and leaders on their campaigns to support clean drinking water for all;
- Call on the federal government to prioritize the construction and funding of an appropriate water system for all First Nations communities; and
- Call on the federal government to commit to resolving all drinking water advisories in First Nations communities within three years.

Resolution GEN-094

(Submitted by the Fédération des travailleurs et travailleuses du Québec, Receipt: 2886)

DECLARING VACCINES A COMMON GOOD OF HUMANITY

The Problem or Issue:

To effectively fight the pandemic, there should have been better access to vaccines. Instead of working together in solidarity, most rich countries chose to go it alone. Profits came before public health. Pharmaceutical companies and several governments fought against the suspension of intellectual property rights, which would have facilitated the production of vaccines and thus helped the poorest countries. Patent protection at all costs threatens humanity.

The Action Requested:

That the CLC demand that vaccines be recognized as a common good of humanity that cannot be patented.

That the CLC call on the federal government to invest more in global and equitable access to vaccines in a spirit of international solidarity.

Resolution GEN-095

(Submitted by the Canadian Office and Professional Employees' Union, Local 378 - MoveUP, Receipt: 2887)

The Issue:

More than one in five Canadian professionals are in precarious jobs, and it disproportionately affects young workers, women, and temporary and part-time workers. Canada's employment landscape, however, heavily favours employers seeking a race to the bottom rather than ensuring workers have better access to basic standards and provisions.

The Action Requested:

The CLC and its affiliates will:

- 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;
- Create an educational campaign for the public to understand what a Fair Pay Agreement model is and how it benefits everyone;
- Support affiliates looking to internally organize patchwork bargaining units; and
- Support affiliates' campaigns in their own provinces to push for Fair Pay Agreement models.

Resolution GEN-096

(Submitted by the Canadian Office and Professional Employees' Union, Local 378 - MoveUP, Receipt: 2888)

The Issue:

Sex work is work, but sex workers are denied basic human rights.

Decriminalization means recognizing and actualizing their rights to autonomy, self-determination, security of the person, freedom of expression and association, equality, safety, and dignity.

Current sex worker laws and policies contribute to and reinforce inequality based on various biological, social, and cultural categories such as race, gender, class, mobility, citizenship, physical and mental health status.

The struggle for sex workers' rights are intrinsically tied with the struggle for migrant workers' rights and those of other workers in precarious and gendered labour market.

The Action Requested:

The CLC will:

- Publicly support and promote the full decriminalization of sex work;
- Work with sex workers and sex worker-led organizations to repeal the Protection of Communities and Exploited Persons Act; and
- Publicly support sex workers who are mobilizing, organizing, resisting, and seeking to improve their working conditions.

Resolution GEN-097

(Submitted by the Canadian Office and Professional Employees' Union, Local 378 - MoveUP, Receipt: 2893)

The Issue:

The tragic death of Mahsa Amini, a 22-year-old who was arrested for violating the country's strict dress code, sparked protests across Iran. An estimated 18,000 protesters, and counting, have been arrested, and roughly 500 protesters have already been killed by Iranian security forces, including 69 minors. The Islamic Republic has executed multiple protestors following sham trials, and has sentenced several others, including minors, to execution.

The Action Requested:

The CLC will:

- Lobby Members of Parliament to sponsor and advocate for political prisoners in Iran whose lives are at high risk; and
- 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.

Resolution GEN-098

(Submitted by the Canadian Office and Professional Employees' Union, Local 378 - MoveUP, Receipt: 2894)

The Issue:

Eight years following the Russian annexation of the Crimea Peninsula from Ukraine in 2014, on February 24, 2022, Russia invaded Ukraine. Ukraine's resistance is founded in a solidarity of Ukrainian people including, but not limited to, Ukraine's Jewish community, Muslim community including the Crimean Tatars, the women of Ukraine, and the 2SLGBTQIA+ community. Ukrainian society is built on community "hromada" which is an ideology aligned with the labour movement. It is a view of change occurring from the bottom-up, with people dictating government and not the other way around.

The Action Requested:

The CLC will:

- 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; and
- Divest all assets that are directly or indirectly supporting the Russian state and encourage all affiliates to do the same.

Resolution GEN-099

(Submitted by the Canadian Union of Public Employees, Local 1978, Receipt: 2896)

A peaceful political solution to the conflict in Ukraine

The Action Requested:

The Canadian Labour Congress support and call for:

- An immediate ceasefire
- Repatriation of all foreign troops and weapons in the region
- Negotiations leading to a peaceful, political solution

The Problem:

Russia's invasion of Ukraine has led to the deaths of 250,000 civilians, soldiers, and workers, both Ukrainians and Russians, with no end to this war in sight.

Millions more are suffering the indirect consequences: inflation, shortages, and the growing threat of a wider - or nuclear – war in Europe.

Instead of calling for a political solution, Canada has sent more than \$600 million in weapons and equipment to expand the war.

Resolution GEN-100

(Submitted by the Canadian Union of Public Employees, Receipt: 2912)

The Issue:

The notwithstanding clause (s. 33 of the Canadian Charter of Rights and Freedoms) allows a government to adopt legislation that violates fundamental rights protected by the Charter, without having to justify the infringement before a court of law.

More and more often, in a variety of contexts against different groups and individuals, provincial governments have used or threatened to use the notwithstanding clause.

The most recent example was Bill 28 in Ontario in 2022, which stripped education workers of their right to collective bargaining and their right to strike.

The Action Requested:

The CLC will:

- work with affiliates and allies to campaign against the use of the notwithstanding clause;
- press governments for a commitment to uphold fundamental rights and refrain from using s. 33 of the Charter;
- develop education material in clear language to allow the conversation to reach our members and the broader public

Resolution GEN-101

(Submitted by the Canadian Union of Public Employees, Receipt: 2916)

The Issue:

Following the uncovering of mass graves at Kamloops Residential School in June 2021, over three thousand unmarked graves have been located on residential

school grounds across Canada. There has been an increasingly urgent call for funding from the federal government to search all residential school grounds.

The Action Requested:

The CLC will call on the federal government to fund searches of all residential school grounds through:

- 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;
- An ongoing social media campaign to support this call; and
- Active support of ongoing advocacy by Indigenous communities, organizations and individuals, including participation in related rallies and events.

Resolution GEN-102

(Submitted by the Canadian Union of Public Employees, Receipt: 2917)

The Issue:

As of June 2022, seven years after their release, only 13 of the 94 Truth & Reconciliation Calls to Action were completed. Very little progress, if any, has been made towards the 231 Calls for Justice from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls and Two-Spirit People released in 2019.

The Action Requested:

- The CLC will press the federal government to prioritize progress 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; and
- In support of Truth & Reconciliation Call to Action #57, the CLC will work with affiliates and allied organizations and institutions to prioritize educational materials and programs for workers on Indigenous histories.

Resolution GEN-103

(Submitted by the Canadian Union of Public Employees, Receipt: 2918)

The Issue:

The unique challenges that intersex people face have been ignored for too long. In Canada we are finally starting to catch up to other countries in ending discriminatory practices towards intersex people. The 2022 Federal 2SLGBTQI+ Action Plan committed to a public consultation on the “criminalization of purely cosmetic surgeries on intersex children’s genitalia until they are mature enough to provide consent.”

Organizations like EGALE Canada are creating advocacy and service resources for intersex people. With an estimated 30,000 intersex union members in Canada, the labour movement should be at the forefront of ensuring that intersex workers have the tools they need to fight discrimination and advocate for necessary benefits and accommodations.

The Action Requested:

The CLC will:

- Create a guide for unions on how we can support intersex workers and promote intersex rights;
- Pressure the federal government to end coercive, non-consensual surgeries on intersex people.

Resolution GEN-104

(Submitted by the Alliance of Canadian Cinema, Television and Radio Artists, Receipt: 2925; and Alliance of Canadian Cinema, Television and Radio Artists, Receipt: 2951)

Gig Workers

The Problem or Issue:

Spawned by Jazz club musicians in the early 1900’s the term “gig” has traditionally been used in the entertainment industry to define the precarious task based work of artists that have no protections or employer commitment. With the rise of gig work across all sectors of our economy, the protections enjoyed by all workers is under attack. Canada’s gig workers deserve the same protections afforded to workers under labour legislation.

The Action Requested:

That the CLC dedicate staff and financial resources to research, develop and launch a campaign to improve the lives of gig workers and ensure they have

protections, benefits, and collective bargaining rights. This work is to be shepherded by a Gig Worker CLC committee comprised of interested affiliates.

Resolution GEN-105

(Submitted by the Alliance of Canadian Cinema, Television and Radio Artists, Receipt: 2926)

Commercial Lockout

The Problem or Issue:

For more than six decades ACTRA performers have made world class commercials for television, film, radio and digital platforms under the protections of a collective agreement. On April 26, 2022 they were locked out by an industry that takes the position that as ‘Gig’ workers the contract is not enforceable. For over a year their work has been done by scabs.

The Action Requested:

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.

Resolution GEN-106

(Submitted by the Nova Scotia Federation of Labour, Receipt: 2927)

To Seek Justice for MMIWG

The Problem:

The National Inquiry’s Final Report has issued Calls for Justice, which states “the restoration of the rights of Inuit, Métis, and First Nations women, girls, and 2SLGBTQIA+ people is a pressing priority. Respecting these rights is key to ensuring overall progress in addressing the crisis of missing and murdered Indigenous women and girls and to finding holistic solutions that help restore Indigenous women, girls, and 2SLGBTQIA+ people to their power and place”; and the Inquiry has determined that the effect of colonialization on Indigenous women and girls amounts to genocide;

The Action Requested:

That the CLC 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.

Resolution GEN-107

(Submitted by the Nova Scotia Federation of Labour, Receipt: 2928)

To Recognize the Findings of Mass Shooting Inquiries

The Problem:

Nova Scotians have been significantly impacted by gun violence, including the largest mass shooting in Canadian history and the ongoing Desmond Fatality Inquiry; and a lobbying effort was required by the victims to receive an Inquiry.

The Action Requested:

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

Resolution GEN-108

(Submitted by the Nova Scotia Federation of Labour, Receipt: 2929)

To Recognize the Findings of Mass Shooting Inquiries

The Problem:

Nova Scotians have been significantly impacted by gun violence, including the largest mass shooting in Canadian history and the ongoing Desmond Fatality Inquiry; and a lobbying effort was required by the victims to receive an Inquiry.

The Action Requested:

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

Resolution GEN-109

(Submitted by the Nova Scotia Federation of Labour, Receipt: 2931)

Protect Workers' Right to Strike Outside Worksites

The Problem:

The Prime Minister has announced that the Liberals would make it a criminal offence to block access to buildings that provide health care, including hospitals, abortion clinics, pharmacies and testing centers; and the Canadian Charter of Rights and Freedoms guarantees workers the right to strike, and governments consistently enact legislation designed to erode this right;

The Action Requested:

The CLC lobby and educate all levels of government on the difference between public protest and unionized workers' rights to strike.

Resolution GEN-110

(Submitted by the Toronto and York Region Labour Council, Receipt: 2938)

The CLC will 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. 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 (eg., of the convoy) who have manipulated COVID anxieties, concerns and hardships to create deeply troubling divisions in society.

Because the 2022 convoy's tactics of bullying and harassment of communities across the country was supported by white supremacists in positions of power, influence, and authority.

Because unions, councils, provincial federations and CLC spoke out publicly against last year's events and stood with community allies.

Because now is the time to learn from our response to the first years of the pandemic - in preparation for whatever challenges COVID brings in the future.

Resolution GEN-111

(Submitted by the Public Service Alliance of Canada, Receipt: 2940)

Clean safe water

The Issue:

Dozens of communities across the country do not have access to clean, safe water and the majority of these are Indigenous communities. Some long-term drinking water advisories have been in place for more than 25 years. This lack of clean, safe water is a violation of the human right to water and sanitation and is a public health crisis and directly responsible for many illnesses and deaths. Greater control by Indigenous communities over their water, land and resources is a necessary step in reconciliation.

The Action Requested:

The CLC urges the federal government to:

- meet its 2015 commitment to end all long-term drinking water advisories in Indigenous communities by 2021.
- ensure that solutions are Indigenous led and that infrastructure is supported and maintained with sustainable and sufficient funding.

Resolution GEN-112

(Submitted by the National Union of Public and General Employees, Receipt: 2941)

The CLC will:

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

BECAUSE the rights to life, housing, food, and health are infringed by climate change impacts; and

BECAUSE vulnerable groups such as women, children, Indigenous populations, the elderly, people living in poverty, and other marginalized demographics are facing the brunt of this crisis. And yet, global society continues to implement sustainable solutions at an alarmingly glacial pace; and

BECAUSE without action, young workers' futures will be increasingly dominated by heatwaves, storms, forest fires, and floods that have struck communities across Canada; and

BECAUSE the future economy should be determined by workers today.

Resolution GEN-113

(Submitted by the Toronto and York Region Labour Council, Receipt: 2943)

MUNICIPAL POWERS

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.

Because municipal delivery of programs and services has become far more complex over time and the funding structures which support municipalities have not kept up or have been reduced.

Because workers live and work in these communities and want to continue to be able to afford to do both.

Because almost $\frac{3}{4}$ of Canadians live in large cities.

Because municipalities are considered creatures of the provinces and territories and therefore have no constitutional protections.

Because we should challenge those jurisdictions that have trampled on the democratic rights of municipalities and their residents and lessons should be shared across jurisdictions.

Because the federal government is an important partner in municipal program and service delivery.

Resolution GEN-114

(Submitted by the Canadian Union of Postal Workers, Receipt: 3022; and Toronto and York Region Labour Council, Receipt: 2944)

REFUGEES

The CLC will 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.

The CLC will call on the Canadian government to increase the number of refugees welcomed to Canada and to act fairly on receiving refugees from diverse countries and nationalities.

Because myths about refugees promote stereotyping, and discrimination, are rooted in systemic racism. These myths falsely propagate that refugees are a burden on Canadian social programs, pose a security risk to Canada and are queue-jumpers. The truth is that refugees undergo rigorous security checks before entering Canada, are not jumping any queues, and are an overall economic benefit to the Canadian economic growth.

Because most refugees are settled in the Global South in countries like Pakistan, Iran, and Uganda, Canada must do its part in receiving its share of the world's refugees.

Resolution GEN-115

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2948)

Support the New Democratic Party

The Issue:

Building a social democratic society and electing social democratic governments are central to the mandate of the Congress.

Justin Trudeau's Liberals have often favoured big business over working people, interfered in collective bargaining, failed to close stock-option loopholes that benefit the rich and broken ethics laws to help corporations.

As union donations to political parties are prohibited in most jurisdictions, individuals need encouragement to donate and volunteer with the NDP.

A stronger partnership by the Congress with the NDP federally can build broader support for social democratic governments and engage our members in partisan politics to bring in progressive, pro-worker policies.

The Action Requested:

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.

Resolution GEN-116

(Submitted by the Public Service Alliance of Canada, Receipt: 2950)

End pay problems for Federal Public Service workers

The Issue:

The Phoenix pay system disaster has impacted over 350,000 Federal Public Service workers and retirees. Over 400,000 pay problems remain unresolved and new errors are added daily. Staffing levels to resolve these ongoing issues remains woefully inadequate. Significant staffing continues to be squandered trying to reclaim small sums of money incorrectly paid to workers through no fault of their own. Damages paid to workers only covers 2016 to 2020, while these problems are ongoing and a new pay system is still years away.

The Action Requested:

The CLC urges the federal government to:

- retain enough compensation personnel to fix the backlog of pay problems and address new ones as they arise;
- provide fair compensation for Phoenix damages past 2020 to all workers impacted;
- end the recovery of Phoenix-related overpayments;
- launch a national public inquiry into the Phoenix disaster.

Resolution GEN-117

(Submitted by the Public Service Alliance of Canada, Receipt: 2953)

Expanded Federal Public Services

The Issue:

The federal government must address inequality and climate change. Markets have demonstrated they neither can nor will meet this challenge. A strong federal public service is necessary. Yet, spending on contractors continues to grow.

Institutional knowledge and capacity is being lost. Public resources are being wasted. The federal government must become a model of sound environmental stewardship, quality and equitable service delivery, openness, and accountability.

The Action Requested:

The CLC urges the federal government to:

- undertake public service renewal to build the capacity to meet the needs of citizens and build sustainable communities;
- re-nationalize public services where necessary, stop privatization and reliance on precarious workers;
- meaningfully consult with unions and workers;
- allow federal government employees to speak truth to power and whistle-blow without repercussions;
- reconstitute the Canada Infrastructure Bank to focus on public financing of public infrastructure that advance greenhouse gas reductions and good jobs.

Resolution GEN-118

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2956)

Westray

WHEREAS May 9, 2022 was the 30th Anniversary of the Westray Mine explosion;

WHEREAS changes to the Criminal Code (Westray Law) that hold corporations criminally accountable for workplace deaths were implemented more than a decade ago; and

WHEREAS although there have been charges, in general police and prosecutors are not enforcing the Westray amendments, not investigating workplace fatalities through the lens of criminal negligence and aggressive enforcement is needed;

WHEREAS still 1000 Canadians are killed on the job every year;

THEREFORE BE IT RESOLVED THAT the Canadian Labour Congress support the USW Stop the Killing –

Enforce the Law campaign which includes the following initiatives;

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

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

Resolution GEN-119

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2964)

Protecting Canada's Telecommunications Sector

The Issue:

Canadian telecommunications companies continue to offshore the work done by employees in Canada. Protections afforded to Canadian Telecommunications Companies is continually under threat by foreign investors and trade agreements aimed at bolstering corporate rights.

Therefore:

The CLC will oppose the outsourcing and offshoring of Canadian jobs in the telecommunications sector. Furthermore, the CLC will 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.

Resolution GEN-120

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2966)

Workplace Mental Health

WHEREAS stressors at work are increasing as a result of the pandemic and other factors'

WHEREAS workplace violence, harassment and bullying persists;

WHEREAS many workers suffer from psychological stress disorders, including Post-Traumatic Stress Disorder (PTSD) as a result;

THEREFORE BE IT RESOLVED THAT the Canadian Labour Congress advocate for psychological harassment to be added to the definition of workplace harassment in all jurisdictions in Canada;

THEREFORE BE IT FURTHER RESOLVED THAT the CLC advocate that legislation require the development and maintenance of mental health barrier reviews in the same manner as physical barrier reviews are conducted;

THEREFORE BE IT FURTHER RESOLVED THAT the CLC advocate that employers adopt and implement the National Standard for Psychological Health and Safety in the Workplace;

AND BE IT FINALLY RESOLVED THAT the CLC advocate for legislative change to justly compensate victims of workplace stress disorders, including PTSD.

Resolution GEN-121

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2969)

Mandatory human rights and environmental due diligence

WHEREAS Canadian companies and companies importing goods into Canada are often responsible for harming communities, workers, and the environment;

WHEREAS to date, voluntary measures have proven wholly ineffective in preventing human rights abuses and environmental destruction associated with Canadian overseas operations in the mining, energy and garment sectors;

WHEREAS, Canada can and should legislate to ensure that Canadian companies and companies importing goods into Canada respect human rights and the environment in their operations throughout their supply chains;

THEREFORE BE IT RESOLVED THAT the CLC 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.

Resolution GEN-122

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2970)

Rana plaza

WHEREAS ten years ago, on April 24, 2013, in Dhaka, Bangladesh, the Rana Plaza factory collapsed, killing 1,134 garment sector workers and injuring 2500;

WHEREAS this disaster brought the world's attention on the unsafe conditions faced by garment workers in the garment sector in Bangladesh, and was a stark reminder of the poor conditions faced by workers employed in the global supply chains of multinational corporations in their drive to increase profits;

WHEREAS Bangladeshi unions and labour rights defenders, with support from international union allies, have achieved important steps in improving working conditions;

THEREFORE BE IT RESOLVED 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.

Resolution GEN-123

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2971)

Injured Workers

WHEREAS injury and disability at work is a major concern of all working people and their Unions; and

WHEREAS organizations of injured workers share the same goals; and

WHEREAS many of the members of injured workers' groups are or were Union members;

THEREFORE BE IT RESOLVED that the CLC support injured workers' organizations and their national umbrella group, the Canadian Injured Workers' Alliance; and

THEREFORE BE IT FURTHER RESOLVED that the CLC 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

THEREFORE BE IT FINALLY RESOLVED that the CLC 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.

Resolution GEN-124

(Submitted by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, Receipt: 2972)

Solidarity with the Mexican Labour Movement

WHEREAS workers in Mexico are courageously organizing to join democratic unions and improve their wages and working conditions; and

WHEREAS employers and pro-company unions in Mexico are threatening labour organizers with violence and attempting to undermine democratic unions;

THEREFORE BE IT RESOLVED THAT the CLC 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

BE IT FURTHER RESOLVED THAT the CLC urge the Canadian Government to investigate any human or worker rights cases implicating a Canadian corporation; and

BE IT FURTHER RESOLVED THAT the CLC urge the Canadian Government to extend its financial support for progressive unions for the implementation of reforms to Mexican labour law beyond 2025.

Resolution GEN-125

(Submitted by the Public Service Alliance of Canada, Receipt: 2981)

Address Anti-Black Racism in Federal Public Service

The Issue:

Anti-Black racism is prevalent in Canada and the federal public service has not been immune. Federal public service workers who identify as Black, Caribbean or of African descent have experienced discriminatory hiring practices, employee exclusion and disproportionate underrepresentation at the highest levels of the

federal public service. This has led to economic and psychological harm for tens of thousands of Black public service workers since the 1970s.

The Action Requested:

The CLC urges the federal government to:

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

Resolution GEN-126

(Submitted by the Canadian Postmasters and Assistants Association, Receipt: 2985)

Support to stop the privatization of rural post offices.

Whereas: The CPAA is committed to promote the revitalisation of rural communities, the promotion of good paying jobs and demand that the 1994 Moratorium on closing post offices be upheld.

Whereas: The Canada Post corporation is opening sub-standard privatized post offices in Indigenous communities and not offering those communities full service public post offices.

Whereas: Downloading the running of the post office and the costs to the municipality or the band administration as proven to not being a sustainable model.

Whereas: Years have proven that the post offices have been a lifeline for Canadians in semi-urban, rural, indigenous communities and small business owners, who need reliable, and immediate access to postal services.

Therefore, be it resolved that: The Federal Government maintains the 1994 Moratorium against post office closures in over 3,000 CPAA operated Rural Post Offices.

Resolution GEN-127

(Submitted by the Sudbury and District Labour Council, Receipt: 2990)

Phone Scams and Illegal Contracts

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.

Because, seniors are being fraudulently duped into giving their bank accounts under false pretenses. They did not agree to the services from these unscrupulous companies.

Resolution GEN-128

(Submitted by the Union of Safety and Justice Employees, Local 10088, Receipt: 2991)

FRENCH IN THE FEDERAL PUBLIC SERVICE

The Issue:

Various analyses have shown that the use of French is constantly declining in the federal public service and government organizations. The decline was sharpened by the COVID pandemic, notably through the use of videoconferences.

The Action Requested:

The CLC will 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.

Resolution GEN-129

(Submitted by the Union of Safety and Justice Employees, Local 10088, Receipt: 2993)

OFFICIAL LANGUAGES ACT

The Issue:

The White Book filed by Minister Mélanie Joly in February 2021 has shown that use of the French language is declining in Canada as well as in Québec. According to Statistics Canada, the proportion of Canadians whose first official language spoken is French declined from 27.2 % in 1971 to 22.2 % in 2016 and then to 21.4 % in 2021.

The Action Requested:

The CLC will 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.

Resolution GEN-130

(Submitted by the Union of Safety and Justice Employees, Local 10088, Receipt: 2995)

AN ACT RESPECTING FRENCH, THE OFFICIAL AND COMMON LANGUAGE OF QUÉBEC

The Issue:

The Government of Canada seems to reserve the right to support various legal challenges of An Act respecting French, the official and common language of Québec, which was adopted by the National Assembly of Québec on June 1st, 2022.

The Action Requested:

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

Resolution GEN-131

(Submitted by the Service Employees International Union, Receipt: 3000)

ELIMINATE CANADA'S TEMPORARY FOREIGN WORKER PROGRAM (TFWP)

The Problem or Issue:

A worker is a worker is a worker, and anyone working in Canada should get paid as a Canadian would, but the TFWP devalues the contribution of all workers by exploiting human labour. But for Indigenous Peoples, we are all immigrants, so it's unfair that some are paid as "workers" and others as "temporary foreign" workers within the borders of Canada. Wages based on resident or citizenship status is discriminatory.

The Action Requested:

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

Resolution GEN-132

(Submitted by the Service Employees International Union, Receipt: 3002)

SAFEGUARDING HEALTH CARE THROUGH ORGANIZING

The Problem or Issue:

The push by governments and greedy corporations to shift the delivery of healthcare services from public to private delivery is part of a larger effort to break unions and weaken worker power. Healthcare services are being diverted from union-dense workplaces to non-union agencies and clinics to increase profits on the backs of workers and their patients. This means that the conditions of work will deteriorate, and therefore, the quality of care.

The Action Requested:

Canada's labour movement recommit to bringing the non-organized into unions to build worker power that can be felt across all provincial and territorial legislatures so we can safeguard healthcare and drive better outcomes for patients and workers at the bargaining table.

Resolution GEN-133

(Submitted by the Service Employees International Union, Receipt: 3006)

GRANTING PERMANENT RESIDENCY TO FOREIGN WORKERS

The Problem or Issue:

Too often people living without status in Canada are condemned to poverty despite the positive contributions they make to our society through their hard work. Health and social services in particular would benefit from bringing the labour of migrant workers out of the shadows and under the protections of Canada's employment laws. If undocumented or migrant workers are good enough to work in Canada, they deserve the labour protections afforded to all Canadians.

The Action Requested:

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.

Resolution GEN-134

(Submitted by the Canadian Federation of Nurses Unions, Receipt: 3012)

No to violence against health care workers

The CLC will 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.

Because as unions, we are strong occupational health and safety advocates striving for safe and healthy workplaces for all, which must include safety from violence, abuse and harassment;

Because a violent workplace is unsafe for everyone, both patients and health care providers are impacted, and the quality of care is eroded.

Resolution GEN-135

(Submitted by the Canadian Federation of Nurses Unions, Receipt: 3013)

ILO convention C190

The CLC will continue to lobby the government to enforce the provisions of the ILO Convention C190 on workplace violence and harassment, following its recent ratification by Canada. 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.

Because in 2019 the House of Commons Standing Committee on Health (HESA) study, Violence Facing Health Care Workers in Canada, recognized violence and harassment as a pervasive problem in health care settings across Canada;

Because the HESA Committee provides specific recommendations to provinces/territories and the federal government so they can work together to put in place legislation, policies and other measures to tackle violence in health care settings, thereby helping to fulfil the objectives of ILO Convention C190.

Resolution GEN-136

(Submitted by the Canadian Union of Postal Workers, Receipt: 3025)

Municipal Issues

The CLC will convene a discussion among all interested Labour Councils about a new deal for cities, and what that might look like;

Because municipal delivery of programs and services has become far more complex over time and the funding structures which support municipalities have not kept up or have been reduced;

Because workers live and work in these communities and want to continue to be able to afford to do both;

Because almost three-quarters ($\frac{3}{4}$) of Canadians live in large cities;

Because municipalities are considered creatures of the provinces and territories and therefore have no protections under the constitution;

Because we should challenge those jurisdictions that have trampled on the democratic rights of municipalities and their residents and lessons should be shared across jurisdictions;

Because the Federal Government is an important partner in municipal program and service delivery.

Resolution GEN-137

(Submitted by the Canadian Union of Postal Workers, Receipt: 3026; and Fédération des travailleurs et travailleuses du Québec, Receipt: 2873)

The CLC will:

1. 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;
2. 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;
3. Support the implementation of a nationwide system of electric vehicle charging stations at select post offices in areas where access is otherwise lacking;

4. Advocate for a Canada Post which continually experiments with innovation in the public interest.

Because Canada Post is a trusted national institution, with a physical and social infrastructure in all communities throughout the country;

Because many postal services are responding to falling letter mail volumes by diversifying into new services built upon the strengths of the post.

Resolution GEN-138

(Submitted by the Canadian Union of Postal Workers, Receipt: 3027)

The CLC will:

1. Ensure that new app-based technologies do not lead to a denigration of working conditions for workers in this sector;
2. Support workers and unions to organize the gig economy, including through new methods;
3. 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;
4. Ensure that workers in the gig economy enjoy the same rights as all workers, including collective bargaining;
5. Work to modernize tax legislation, ensuring that employers in the gig economy pay their fair share in taxes.

Because digital technology has created a world of work where on-demand jobs could become the new normal for many working-class people;

Because many app-based on-demand firms make use of international tax loopholes and off-shore schemes to avoid their tax responsibilities.

Resolution GEN-139

(Submitted by the Canadian Union of Postal Workers, Receipt: 3028)

The CLC will encourage all affiliates to:

1. Implement social stewards networks into their respective structures;
2. Negotiate collective agreement provisions that recognize social steward functions in workplaces;
3. Negotiate collective agreement provisions that provide for specific book off time for social stewards.

Because workers are increasingly exposed to pressures in the workplace;

Because these pressures are additional to those experienced outside work;

Because workers in workplaces are in the best position to detect signs of distress among their Comrades, Sisters and Brothers at work;

Because a social stewards network is a union initiative and that its particularity resides in the fact that the helping relationship occurs between equals.

Resolution GEN-140

(Submitted by the Canadian Union of Postal Workers, Receipt: 3029)

Supporting Indigenous Activists who are Defending the Earth

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.

Because there are divisions within First Nations communities regarding economic development based on resource extraction projects and the protection of Mother Earth;

Because it is not in the purview of non-Indigenous individuals or organizations to make determinations for First Peoples though the labour movement does have a history of aligning ourselves with progressive Indigenous movements;

Because the labour movement has a clear position on the climate emergency.

Resolution GEN-141

(Submitted by the Canadian Union of Postal Workers, Receipt: 3030)

Safe Drinking Water for First Nations

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.

Because at any given time there are more than 100 First Nation Communities that are under boil water advisories or “Do not drink” orders;

Because the current federal government had pledged during the 2015 election campaign that they would eliminate the drinking water crisis in 5 years (before 2021);

Because the most recent federal budget earmarked less than 5% of the \$8.1 billion dollars Indigenous Affairs and Northern Development Canada says is required to correct the problems.

Resolution GEN-142

(Submitted by the Canadian Union of Postal Workers, Receipt: 3031)

Support for People with Chronic Long-term Disabilities

The CLC will:

- Work with its affiliates and supportive organizations 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.

Because people with chronic, long-term disabilities often face unacceptable living conditions, poverty and inconsistent and ineffective support systems;

Because increasingly families and individuals find themselves in crisis;

Because too often agencies providing support to people with disabilities are underfunded;

Because all workers providing services to people with disabilities deserve decent wages and benefits, job security and pensions.

Resolution GEN-143

(Submitted by the Canadian Union of Postal Workers, Receipt: 3032)

LGBTQ2S+ Seniors

The CLC will:

- Call on the provincial government to create LGBTQ2S+ friendly environments, where people want to come out and enjoy their golden rainbow years.

Because LGBTQ2S+ seniors are afraid they will have to go back in the closet as they enter into long-term care situations;

Because when entering care, many LGBTQ2S+ seniors are afraid they will experience homophobia or discrimination because other residents or health care workers may not agree with their lifestyle;

Because Trans and HIV communities have unique long term care requirements to be respected;

Because we all just want our relationships to be respected.

Resolution GEN-144

(Submitted by the Canadian Union of Postal Workers, Receipt: 3033)

The CLC will:

1. Increase awareness on broader social and legal context in which LGBTQ2S+ people live;
2. Promote familiarity with the degree that internalized discrimination impacts health;
3. Promote understanding of social determinants of physical and mental health;
4. Promote family acceptance of LGBTQ2S+ adolescents and encourage them to connect with LGBTQ2S+ communities;
5. Provide appropriate equity training for suicide response and crisis; intervention of LGBTQ2S+ clients, and ensure gender of trans clients is not misidentified;
6. Improve recognition that multiple marginalized communities face additional barriers to maintaining good mental health;
7. Increase familiarity with resources to support LGBTQ2S+ people at greatest risk for mental health.

Because LGBTQ2S+ are as diverse as the general Canadian population in their experiences of mental health and they face higher risks for some mental health issues due to the effects of discrimination and the social determinants of health.

Resolution GEN-145

(Submitted by the Canadian Union of Postal Workers, Receipt: 3034)

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.

Because HIV/AIDS related stigma can be described as a 'process of devaluation' of people either living with or associated with HIV/AIDS;

Because where HIV stigma exists people often prefer to ignore their real or possible HIV status;

Because negative attitudes about HIV creates a climate in which people become more afraid of the stigma and discrimination associated with the disease than of the disease itself;

Because prejudiced and stigmatizing thoughts frequently lead people to do, or not do, something that denies services or entitlements to another person, they may prevent health services being used by a person living with HIV/AIDS, or terminate their employment on the grounds of their HIV status.

Resolution GEN-146

(Submitted by the Canadian Union of Postal Workers, Receipt: 3035)

Ban on Supporting Trans Exclusionary Organizations

The CLC:

1. Will not support or donate money to organizations who discriminate against trans and non-binary folks or groups;
2. Will encourage organizations who are trans exclusionary to change their practices, and will encourage affiliates to donate their dollars to Trans inclusive organizations.

Because Trans and non-binary folks experience discrimination and violence in society;

Because the Canadian Labour Congress and affiliates support their Trans and non-binary members;

Because some organizations, even "progressive" ones, are Trans and non-binary exclusionary.

Resolution GEN-147

(Submitted by the Canadian Union of Postal Workers, Receipt: 3036)

Peace and Disarmament

The CLC will:

- Be actively involved with the international labour movement in promoting world peace and demanding the disarmament of the major economic powers,

Because the United Nations has adopted “Climate Action for Peace” as a slogan for the International Day of Peace;

Because there are currently more than 70 million refugees and displaced persons in the world, 42 million of whom have had to flee within their own countries due to war or persecution;

Because Canada plans to spend \$490 billion of our taxes between 2007 and 2027 on military spending, and 84% of the world's arms production comes from North America and Western Europe;

Because militarism and the militarization of the economy are directly contributing to the climate crisis.

Resolution GEN-148

(Submitted by the Canadian Union of Postal Workers, Receipt: 3038)

Anti-Oppression and Anti-Discrimination Training

The CLC will:

- Ensure its Officers and Board members undergo anti-oppression and anti-discrimination training at the start of every term.

Because the Saskatchewan Federation of Labour is the highest decision-making body of the provincial Labour movement;

Because the Labour movement is committed to equity, inclusion and human rights in the workplace, in society and in our movement;

Because a commitment to equity, inclusion and human rights requires ongoing education and training;

Because the Canadian Labour Congress could lead the way and set a pattern to hopefully be adopted across the movement.

Resolution GEN-149

(Submitted by the Canadian Union of Postal Workers, Receipt: 3039)

Union Solidarity against Fascism

The CLC will:

1. Condemn fascism, white supremacy and oppressive ideologies as well as any organizations promoting these ideologies;
2. Support organizations and movements fighting back against fascism; and
3. Ensure affiliates take strong stances against fascism and oppressive ideologies and support organizations and movements who are fighting back.

Because fascism and white supremacy are on the rise and marginalized folks are increasingly being targeted;

Because fascism and white supremacy are being normalized under the guise of “free speech”;

Because emboldened by the current socio-political climate, fascists, white supremacists and neo-Nazis are regularly congregating in public spaces; and

Because Labour has a long history of opposing fascist ideologies and organizations.

Resolution GEN-150

(Submitted by the Canadian Union of Postal Workers, Receipt: 3041)

The CLC will expand and deepen its human rights and 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. By building a broad coalition, the CLC will create a vocal opposition to blatant racism and anti-Semitism, and against far-right fringe leaders of the convoy who have manipulated COVID anxieties, concerns and hardships to create deeply troubling divisions in society;

Because the 2022 convoy's tactics of bullying and harassment of communities across the country was supported by white supremacists in positions of power, influence, and authority;

Because unions, councils, provincial federations and CLC spoke out publicly against last year's events and stood with community allies;

Because now is the time to learn from our response to the first years of the pandemic - in preparation for whatever challenges COVID brings in the future.

Resolution GEN-151

(Submitted by the Canadian Union of Postal Workers, Receipt: 3043)

The CLC will:

1. Condemn the use of back to work legislation.
2. Assist the Canadian Union of Postal Workers in their struggle to exercise the right to free collective bargaining.
3. Work with affiliates to educate and build worker capacity to oppose the use of back to work legislation.
4. Work with affiliates to oppose elected officials who vote in favour of back to work legislation.

Because the last two Governments ordered the Canadian Union of Postal Workers back to work;

Because the right to strike has been recognized as part of the right to negotiate enshrined in the Canadian Charter of Rights and Freedoms;

Because the Right to strike is the ultimate tool to force an employer to respect their workers and to build solidarity with the labour movement.

Resolution GEN-152

(Submitted by the Canadian Union of Postal Workers, Receipt: 3044)

The CLC will:

1. Become an affiliate of the ITUC.
2. Encourage its affiliates to do the same.

Because urgent, transformative action is required to prevent catastrophic climate change;

Because the labour movement has a key role to play in initiating actions that will reduce greenhouse gas (GHG) emissions, retrain and retool workers in a Just Transition;

Because the International Trade Union Confederation (ITUC) works actively with its affiliates to position the labour movement on the climate agenda;

Because the ITUC continues to work on developing comprehensive strategies for a Just Transition for workers;

Because workers must ensure we are a part of sustainable, low-carbon economies that benefit from decent and green jobs;

Because many in the fossil fuel industry could face job losses with the transition from a carbon economy.

Resolution GEN-153

(Submitted by the Canadian Union of Postal Workers, Receipt: 3045)

The CLC will:

1. Work with Indigenous representatives to demand that the Provincial and Territorial Governments of Canada adopt and create policies and practices that honour The Truth and Reconciliation Commission of Canada: Calls to Action and the United Nations Declaration of the Rights of Indigenous Peoples.
2. Work with Indigenous representatives to demand that the Provincial and Territorial Governments of Canada adopt and recognize the Federal Government of Canada's statutory holiday, which will be a National Day for Truth and Reconciliation.

Because the Truth and Reconciliation Commission (TRC) spent six years travelling to every province and territory to hear from more than 6,000 witnesses about their experiences in the Residential School system;

Because reconciliation is not an Indigenous problem, it is a Canadian one.

Resolution GEN-154

(Submitted by the Canadian Union of Postal Workers, Receipt: 3046)

The CLC will:

1. Demand the Israeli Apartheid Wall be immediately torn down;

2. Demand the Israeli Government immediately withdraw from the occupied territories;
3. Demand the Canadian Government increase humanitarian aid to Palestinians;
4. 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;

Because there can be no lasting peace without the implementation of international law, United Nations resolutions and respect for human rights of Palestinians and Israelis;

Because the Israeli Apartheid Wall has been determined illegal under international law, restricts the movement of Palestinians and is partially built on confiscated Palestinian land;

Because Palestinian organizations including the Palestinian General Federation of Trade Unions called for a global campaign of boycotts and divestment against Israel.

Resolution GEN-155

(Submitted by the Canadian Union of Postal Workers, Receipt: 3048)

The CLC will:

- Ensure its Officers and Board members undergo anti-oppression and anti-discrimination training at the start of every term.

Because the Labour movement is committed to equity, inclusion and human rights in the workplace, in society and in our movement;

Because a commitment to equity, inclusion and human rights requires ongoing education and training;

Because the CLC could lead the way and set a pattern to hopefully be adopted across the movement.

Resolution GEN-156

(Submitted by the Canadian Union of Postal Workers, Receipt: 3049)

In solidarity with sex workers and advocates, the CLC will:

1. Support and promote the full decriminalization of sex work;

2. Support and promote the repeal of laws around sex work introduced through Bill C-36; and
3. Support sex workers in their struggle to organize into a union and ultimately improve their working conditions.

Because federal laws around sex work introduced through Bill C-36 reproduced all of the same criminalization that were addressed by the Supreme Court; and

Because the CLC should recognize and support the rights of sex workers and their efforts to attain equality, equity, workplace safety, labour rights and any other benefit provided to all other workers; and

Because full decriminalization of sex workers, clients and third parties provides an approach which is inclusive of sex workers and does not perpetuate state-sanctioned violence or gross human rights violations.

Resolution GEN-157

(Submitted by the Regina and District Labour Council, Receipt: 3055)

Because/Whereas:

Because there are growing concerns about the negative impact of automation, robots and AI are having on Canadian jobs.

Therefore be it resolved:

The CLC will call upon the Federal Government:

- a) 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) That the Registry 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.

Resolution GEN-158

(Submitted by the Regina and District Labour Council, Receipt: 3062)

Phone Scams and Illegal Contracts

Because/Whereas:

Because seniors are being fraudulently duped into giving their bank accounts under false pretenses. They did not agree to the services from these unscrupulous companies.

Therefore be it resolved:

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.

Resolution GEN-159

(Submitted by the Canadian Labour Congress, Receipt: 3064)

The Problem or Issue:

Workers continue to experience violence and harassment at work, as confirmed by the National Survey on Harassment and Violence in Canadian Workplaces. Increased efforts are needed to ensure everyone's right to work free from violence and harassment.

The Action Requested:

The CLC will develop a multi-year strategy to push for changes in laws and win better protections and supports, including:

- Lobby governments to work with employers and unions to implement ILO-C190 and pass legislation advancing rights and protections for workers in all jurisdictions Collaborate with partners to ensure C-190 provisions are reflected in the National Action Plan to End Gender Based Violence (NAP);
- 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;
- A public awareness campaign;
- New training, tools and resources for unions.

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