



2026

CANADIAN LABOUR CONGRESS


**CONVENTION
ACTION PLANS**


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WE FIGHT FOR DEMOCRACY

INTRODUCTION

Unions champion working-class participation in decision-making in the workplace, in our communities, and local economies. In the workplace, in collective bargaining, and through the grievance and arbitration process, unions lift workers' voices, represent their interests, and hold management accountable. In the community and the political sphere, unions develop working people as engaged constituents, political activists, voters, and elected representatives.

Strengthening working-class political engagement and combatting apathy, cynicism, and right-wing extremism have never been more urgent. In Canada and across the world, extreme right-wing political forces are capitalizing on working-class insecurity, inequality, and resentment toward a cross-party political consensus that long ignored working-class needs and interests. These authoritarian and anti-democratic currents offer only false solutions and xenophobia, racism, and hate to divert attention from their failed policies.

Despite promises, many working-class Canadians perceive politicians of all stripes as being unwilling or unable to alleviate insecurity, inequality, and affordability pressures in a meaningful way. This impasse breeds frustration, anger, cynicism, and extremism. Strengthening economic security and opportunity, fighting inequality, and demanding social justice are crucial for fostering democratic participation, stability, and a healthy and sustainable democracy. The CLC will make these principles the foundation of its action plan to strengthen democracy at home and abroad.

THE CLC ACTION PLAN

The CLC will detail and advocate for a **good jobs strategy** at the core of a larger democratic agenda to combat disaffection with politics and the growth of extremist political activity. We will champion **worker-centred economics**, the affordability agenda, and a return to steadily rising working-class living standards. We will continue to demand tax fairness, expanded public investment (including investment in public services), and a plan for reducing inequality and insecurity to address the sources of political frustration and alienation.

The CLC commits to championing the revitalization of democratic participation and accountability at all levels of government through greater transparency, civic engagement, and political participation. The CLC commits to continuing to champion progressive politics that reject market-driven politics and embrace social democratic values of equality, inclusion, and solidarity. We also commit to advancing reconciliation with Indigenous and First Nations Peoples and the **Calls to Action of the Truth and Reconciliation Commission** (TRC) as essential preconditions for a just and inclusive democracy in Canada.

The CLC commits to opposing corruption and corporate and investor influence in politics and public policymaking, while demanding accountability from corporate media. The CLC will lobby the government to **reintroduce the per-vote subsidy**, enforce anti-monopoly regulations in the media, sector, support non-profit media, and provide funding for media start-ups.

INCREASING THE COORDINATION AND EFFECTIVENESS OF UNION POLITICAL WORK

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

The CLC will continue to provide cutting-edge **labour education and instruction** for affiliates. The CLC will continue to work to strengthen union participation in electoral politics.

This includes:

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

The CLC will continue to organize **member-to-member engagement** initiatives to strengthen ties and spark conversations about the value of unions. We will redouble our efforts to support the recruitment and development of strong labour candidates and elected representatives.

Working with its partners, the CLC will continue to recruit, develop, and assist workers and union members as political leaders and electoral candidates in local, municipal, provincial/territorial, and federal elections. We will continue to develop curriculum and deliver worker education and training through the Labour College of Canada, regional schools and other avenues to promote working-class participation and leadership in government and electoral politics. We will continue to expand the Lobby Day on the Hill to develop opportunities

for cross-union political engagement and to feature labour education.

The CLC's Political Action and Communications Department will continue to work with affiliates and partners to expand opportunities for training and experience in lobbying and issue advocacy in government. The CLC will continue to host public webinars on labour themes and issues, as a means of popular education.

The CLC will continue to champion the revitalization of democratic participation and accountability by lobbying governments to **implement voting-system reform and introduce a proportional representation voting system** that reduces the distortions and frustrations of the first-past-the-post system. The CLC will also defend the right of unions to communicate with and educate members, and to remain vigilant regarding efforts to restrict union political advocacy with members under the guise of **campaign finance reform** and electoral fairness.

The CLC will continue to support **strategic litigation** to defend democratic freedoms, protect workers' Charter rights, and advance Labour's human rights agenda. The CLC will staunchly defend the constitutional right to collective bargaining and to strike against government back-to-work legislation, unchecked ministerial powers to end strikes, and use of section 33 of the *Canadian Charter of Rights and Freedoms* (the 'Notwithstanding' clause) to ride roughshod over workers' basic freedoms. We will resist federal, provincial, territorial, and municipal **'bubble zone' legislation** (such as the federal Bill C-9) that cynically uses security measures to restrict legitimate freedom of association and freedom of political speech.

The CLC will press for the establishment of minimum requirements for online platforms and Internet providers to monitor and address instances of online hate speech.

The CLC will also lobby for legislation that holds social media companies accountable for spreading political disinformation. The CLC will press the federal government to advance a strategy for combatting far-right extremism in the police and armed forces.

DEMOCRACY PROMOTION AT HOME AND ABROAD

The CLC will continue to support the global labour movement and trade union partners in tackling the root causes of right-wing extremism. The CLC will stand in solidarity with workers fighting authoritarian, anti-worker, and anti-democratic agendas in their countries, and mobilize against attempts to advance these authoritarian agendas in Canada.

Workers in Canada and around the globe must work in solidarity to reverse the growth of right-wing extremism and advance a global movement that raises the floor for everyone and ensures living wages, decent work, and access to unions for all.

The CLC will continue to support strong global labour engagement to foster solidarity, build collaboration, and exchange information and experiences on issues that cross borders and impact workers world-wide. We will work with allied movements who are on the front lines of authoritarian crackdowns, including Indigenous rights movements, feminist movements, 2SLGBTQIA+ movements, and climate justice movements.

Canada's labour movement will stand in solidarity with workers around the globe and call on governments to hold corporations accountable for human and labour rights abuses in their overseas business operations and global supply chains. This includes calling on Canada to implement and enforce human rights due diligence legislation, calling for a new standard on global supply chains at the

International Labour Organization (ILO), and pushing for living wages and safe working conditions in Canada's supply chains.

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

The CLC will continue to develop materials and promote messaging that fosters the public's positive perception of unions, spreading the message that strong unions help deliver fairness, opportunity, and prosperity to all.

The CLC will fight to strengthen corporate accountability in Canada by restoring the Canadian Ombudsperson for Responsible Enterprise (CORE) and demanding the federal government increase the CORE's investigative responsibilities and create a long-term plan for this office.

The CLC will continue to press the Government of Canada to implement a plan to increase Official Development Assistance (ODA) to reach 0.7 percent of Canada's gross national income. We will work to ensure this assistance is allocated to measures in support of Sustainable Development Goal 8 (Decent Work and Economic Growth), such as decent job creation, full employment, social protection, occupational health and safety, equal pay for work of equal value, decent work for migrants and youth, the formalization of informal work, eradication of forced labour, quality public services (including the care economy), retirement security, and just transition.

As an alternative to war and militarism, the CLC will champion international peace- and confidence-building, diplomacy, cooperation and development rooted in human rights and collective security.

We will lobby for Canadian government support for the United Nations multilateral system and the International Labour Organization in particular. As Canada's largest central labour body and most representative workers' organization, the CLC supports strong engagement at the ILO to contribute to the development of labour standards that protect workers' rights, and to ensure national governments implement them in law and in practice. We will also support a feminist foreign policy and the Women's Peace and Security Agenda, and recommit to the Feminist International Assistance Plan.

We will advocate for strong Canadian support for international cooperation on climate change mitigation and adaptation, debt relief, and gender-transformative human, social and economic development in the global South.





WE BUILD

CANADA'S UNIONS

THE FUTURE

WE BUILD THE FUTURE

INTRODUCTION

Workers have a plan to build and transform Canada's economy to meet the challenges of the present and future. We have a golden opportunity to ambitiously build-out and transform Canada's physical infrastructure, energy and transportation systems, and housing stock to create good union jobs, make Canada resilient, and facilitate Canada's growth and development in the uncertain new world economy.

Now is the time for unions to advance a bold, worker-centred economic agenda. Canada faces significant challenges associated with an ageing population, rapid technological change, and the need to transition to a green economy. On top of this, the U.S. trade and tariff measures imposed on Canadian exports in 2025 are threatening investment, production, and good jobs in Canada, forcing a rethink of Canada's long-standing trade and economic growth strategy.

THE CLC ACTION PLAN

The CLC will work with affiliates and partners to prioritize:

- good, family-supporting union jobs with benefits at the heart of economic and industrial policy. Good jobs and decent incomes support healthy communities and vibrant local economies.
- developing domestic capacity and value-added in manufacturing and construction to build and maintain housing and infrastructure right here at home.
- strengthening transportation and communication links, energy corridors, and commercial routes to bring goods and services to new markets.
- investing in public education, vocational education, skills training, workforce development and apprenticeships now to ensure the skilled and job-ready workforce for the future.

- using public procurement, strategic investment and tax, and regulatory measures to systematically develop domestic industry, create good union jobs and opportunities for marginalized workers, and lift workplace standards.
- public infrastructure and public investment to protect and expand public assets, and the control and accountability of vital infrastructure.

The CLC will campaign for an **integrated industrial strategy** aimed at building up Canadian physical infrastructure, increasing domestic capacity to produce high-value goods and services, fostering innovation and new export markets, and generating good, union jobs. We will prioritize infrastructure projects that develop energy generation and transmission, transportation infrastructure, and infrastructure that promotes emissions-reduction and climate adaptation. The CLC will continue to support federal leadership to invest in and enable ambitious national projects which create good, unionized jobs and future-proof infrastructure.

The strategy will depend on public investment to target economic development objectives and public-good outcomes. We will renew Canada's commitment to public enterprise and Crown corporations to provide high-quality, affordable alternatives in key markets and competitive, productivity-enhancing low-cost anchors to foster innovation and high levels of service. The CLC will also demand that monetary policy be coordinated with government investment to facilitate economic development and full employment.

The CLC will advocate for strategic **public procurement** policies that systematically foster abundant good jobs and rising wages by strengthening domestic supply-chain

development and manufacturing capacity at home. Policies will promote unionization, prevailing union wages and training and apprenticeship targets, community benefit agreements and harnessing flexible child care and other measures to increase equity and inclusion. Calling on governments to leverage public procurement and strategic investments, the CLC will champion a bold, comprehensive industrial strategy for Canada's vital **automotive industry** that charts a future for a job-rich domestic assembly and parts manufacturing industry.

A WORKER-CENTRED AGENDA FOR BUILDING A GREEN FUTURE

The CLC will push for significant investments in climate adaptation (e.g. storm water management, roads & bridges, storm hardened energy infrastructure), as well as mitigation (e.g. new low and zero-emission electricity generation, residential, commercial, and industrial electrification, public transit infrastructure, and Canadian-made vehicles and rolling stock, all using low-carbon domestic steel, aluminum, cement, and other primary and manufactured inputs). Electrification of transport, heating/cooling, and other energy uses will require dramatic increases in generation, storage, and transmission. Canada has yet to develop a coast-to-coast-to-coast interconnected, climate-resilient power transmission grid, and will have to scale up capital investments in energy and storage technologies. High-quality, affordable public transit requires not just investment in trams, trains and buses to increase frequency of service, but in operators themselves. New non-emitting electricity generation together with interties (transmission lines linking separate utility systems) should lower residential bills, and support industrial decarbonization, electrified transit and transportation, and long-term job creation and protection.

The CLC will press for industrial strategy and industrial decarbonization to facilitate transition and protect good jobs. We will press for National Projects to be both ambitious and focused on creating good jobs, within the terms of the *Sustainable Jobs Act* and developed through Sustainable Jobs Plans, in consultation with workers and their unions on the Sustainable Jobs Partnership Council. This industrial strategy must coordinate supports for new and existing jobs with training supports to ensure there is a strong job market for net-zero skills, and ensuring that investments in net-zero industries have an adequate supply of skilled labour.

The CLC will work with affiliates to develop **just transition bargaining principles** covering worker engagement, skills training, employment guarantees, industrial decarbonization, and other issues as identified in consultation with affiliates and global best practices.

Ottawa must require major national projects to use Canadian-manufactured products such as steel, aluminum, lumber, and plastics. They should also lift workplace standards by fostering good union jobs, setting high prevailing wages through project labour agreements and other mechanisms, attaching training and apprenticeship quotas, requiring Community Benefit Agreements to ensure marginalized workers share in the benefits, and establishing diversity and inclusion targets.

EMPLOYMENT INSURANCE, SKILLS TRAINING, AND WORKFORCE DEVELOPMENT

Workforce development, skills training, and labour-market policy are a crucial part of rising to the challenge. Construction, health care, transportation, and other vital sectors face significant skilled labour shortages—ensuring that a new generation of workers are ready and able to support Canada’s economic transformation is essential.

The CLC will champion a **youth guarantee for Canada** that ensures all young people and especially Indigenous youth have access to a decent job, affordable continuing education, or high-quality vocational training within six months of leaving school. The CLC will press for **restored and expanded apprenticeship registration and completion grants and incentives**, and the development of a Quebec-style **training levy on firms** to overcome the free-rider problem that perpetuates low employer-provided training and skills poaching. We will support public investment in union training centres and public post-secondary vocation education to expand upskilling and re-skilling to support decarbonization and low-carbon industry. The CLC will also press the federal government to implement the recommendations of the 2025 report of the Union-Led Advisory Table.

Skills training related to decarbonization must be coordinated with a green industrial strategy to ensure workers with net-zero skills have a strong market for their labour supporting higher wages and better working conditions.

The CLC will press the federal government to reform EI to ensure better access to benefits, including:

- restoring direct federal government contributions to EI benefits, working toward a 20 percent contribution to annual EI program costs;
- implementing a uniform, national eligibility requirement of 360 hours worked for EI benefits;
- increasing the benefit rate and maximum insurable earnings (MIE);
- basing benefit calculations on a 30-hour workweek;
- providing a minimum of 50 weeks of benefit duration for claimants, including workers in seasonal industries;
- permanently ending the clawback of EI benefits when laid-off workers receive severance and termination benefits;
- ending the discriminatory 50-week cap on combined EI regular and maternity/parental benefits that disproportionately penalizes women; and
- restoring migrant workers’ access to parental and special EI benefits that their EI premium deductions help pay for.

The CLC will continue to insist on greater accountability in spending and programming decisions, demanding union input on provincial funding decisions and advocating for continuing funding for multipartite sectoral tables to facilitate sector-level coordination and planning.

The CLC will continue to argue for **apprenticeship ratios** and **Community Benefit Agreements** on all large-scale federally funded development projects. We will continue to insist the benefits of federally supported construction and maintenance projects flow to women, Indigenous workers, and members of equity-deserving groups through support for flexible child care, gender-appropriate sanitary services and personal protective equipment, and recruiting and retention targets.

Consistent with the principles of Just Transition, the CLC will insist on workers and unions having a strong voice and a say in decisions affecting our jobs and communities. We will work toward strengthening Sustainable Jobs Plans and sustaining the work of the Sustainable Jobs Partnership Council.

A WORKER-CENTRED APPROACH TO TRADE

The CLC will champion a **worker-centred trade agenda** that prioritizes preserving and creating good union jobs, the deepening of domestic industrial capacity and higher value-added production, and economic sovereignty and domestic policy space to promote:

- performance requirements obligating investors to generate and maintain good jobs and value-added production in Canada;
- public procurement policies that strategically foster domestic supply chains and lift wages and workplace standards; and
- full employment policies, ambitious climate action, the expansion of high-quality public services, protecting human rights, and tackling inequality.

To ensure that the price of imported steel and other goods fully reflects their carbon footprint, and to prevent cleaner domestic producers from being unfairly undercut, the CLC will advocate for **Carbon Border Adjustment Mechanisms** in Canadian trade and industrial policy.

The CLC will press for **domestic net-benefit and public benefit tests on mergers and acquisitions** of firms in Canada by foreign entities. We will also press for **carbon border-adjustment mechanisms in trade agreements** to acknowledge and protect the progressive decarbonization of Canadian industries. We will continue to demand that trade agreements promote decent work,

labour and human rights, and access to unions and collective bargaining via **strong, enforceable labour rights provisions**.

Canada's northern and remote communities also need urgent housing and infrastructure investments. Climate change is rapidly undermining road and rail links, harbours, and the built environment of remote and coastal communities and the North. The CLC will insist Canada's industrial strategy addresses the needs of Northerners, Inuit, and First Nations, including reducing the expense and improving the coverage of patchy communications and broadband infrastructure.

Indigenous rightsholders and the priorities of reconciliation will remain at the forefront of the CLC's commitments. The CLC will push for updated infrastructure for Indigenous communities, and rural and remote centres: roadways, tunnels, bridges, transit links, docks and ferries, water and wastewater systems, and utilities. We will press the government to ensure that major infrastructure projects should source steel, aluminum, and other materials produced here in Canada.

Social infrastructure projects like Medicare, the Canada-Wide Early Learning and Child Care program, Pharmacare, dental care, and the National School Food program are every bit as much nation-building projects as ports, pipelines, and transmission grids. Building out Canada's hospitals, public transit, affordable housing, education infrastructure, and long-term care facilities is an important ingredient in building the future Canada. The CLC's commitments to win expanded investment in social infrastructure are detailed in the 'We Care for All' Convention Action Plan.

WELL-FUNDED PUBLIC PRIMARY AND POST-SECONDARY EDUCATION (PSE)

Government under-funding and policy lurches have thrown Canada's post-secondary education system into financial crisis. With affiliates, the CLC will advocate for a **vision of a vibrant, well-resourced, public post-secondary education sector**. This must include a long-term strategy to remedy the impact the changes in the International Student Program had on the chronically underfunded PSE sector. Workers in colleges and universities are facing layoffs, massive infrastructural restructuring, and program cuts. The CLC will work with our affiliates to ensure that the federal government intervenes in this crisis in a way that supports workers and the entire PSE sector.

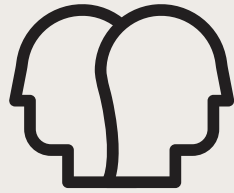
The CLC will press the federal government to modify its approach and manner of funding the PSE sector. The federal government needs to create direct funding transfers for post-secondary institutions in a transparent manner. We will actively challenge any ways that public funding gets funneled to the private sector by ensuring regular audits and oversight of labour market development plans in colleges and universities.

The CLC will continue to press the federal government to provide immediate and direct compensatory funding for programs, instructors, and education workers at post-secondary institutions, and to hold provinces accountable for failing to properly fund and support the PSE sector.

To prevent sudden changes, like the recent cuts to the International Student Program, that negatively impact the PSE sector, the CLC will urge the federal government to create a federal PSE Secretariat with Immigration, Refugees and Citizenship Canada, Employment and Social Development Canada, and Innovation, Science, and Economic Development Canada. This

Secretariat will liaise with provincial and territorial ministers of education and will provide regular updates and meaningful ways of communicating with key stakeholders in the sector. This Secretariat will provide an opportunity to plan policy changes and address the repercussions of the sweeping changes to immigration policy and will be the starting point of developing a common standard, like legislation, for the PSE sector (not unlike the *Canada Health Act*).

Additionally, the CLC will work with our affiliates to create a nation-building job strategy that squarely places the education sector as part of a broader economic analysis. Cuts to the college sector have the potential to directly impact the type of training and apprenticeships offered, and in turn, will impact youth employment. Making concrete links between the fiscal crisis in our PSE sector, youth unemployment, and a national housing strategy will demonstrate the vital role that the PSE sector plays at the local and national level.



**WE FIGHT
FOR DIGNITY**

CANADA'S UNIONS

WE FIGHT FOR DIGNITY

INTRODUCTION

Every worker in Canada deserves dignity, respect, and fairness on the job and in their daily lives. That is why unions take on dehumanizing and disrespectful management, unfair workplace conditions, and government policies that treat workers as disposable and exploitable. They fight inequity, unfair treatment, and measures that treat workers as less than human. A dignified existence requires secure work and adequate income, meaningful rights and protections, and an end to exploitation, discrimination, and inequity in everyday life.

Each day, workers in Canada toil long and hard to pay for life's necessities. Increasingly, even grinding through multiple jobs isn't enough to keep a roof over one's head, food in the fridge, prescription drugs in the medicine cabinet, and the heat turned on. No one should struggle to scrape by, unable to get ahead or imagine a future liberated from the present.

THE CLC ACTION PLAN

To ensure that all workers can achieve a dignified existence, the CLC will champion measures to systematically raise wages and working-class purchasing power. This includes **fighting poverty** and **advancing living wage standards** in Canada, and working to align employers in the public and private sectors with a living wage minimum, and raising minimum wages to the level of living wages. The CLC will work to ensure that unions can bargain fair wage increases without government interference in the form of wage controls, restrictions on arbitrators' awards, and interference in collective bargaining and strikes. We will also continue to track and review basic income experiments and pilots.

To combat runaway inequality in Canada, the CLC will champion tax justice and reforms to make our income and wealth tax laws more fair. The CLC will champion an excess profits tax targeting unearned, windfall profits, and higher taxes on very high incomes and concentrated wealth. We will champion restoring capital gains taxes on financial incomes, and a wealth tax to address vast fortunes inherited by a relative few family dynasties in Canada. The CLC will campaign for higher corporate income taxes and an overall tax system that incentivizes productive investment in Canada's real economy and the creation of good, unionized jobs. The CLC will oppose tax giveaways that carry no strings or requirements on companies to develop productive capacities in Canada and create good jobs at home.

The CLC will advocate for greater tax transparency, including public country-by-country reporting for global corporations operating in Canada. We will insist on the need to appropriately tax the profits of large digital media corporations in Canada. These measures will be part of a systematic CLC effort to highlight the costs of growing inequality in Canadian society.

HOUSING

The housing crisis is impacting all working people in Canada, but especially those in equity-deserving groups. The CLC will call on the federal government to intervene in all aspects of housing: from renter protections to building affordable supply, to seniors' accommodations and addressing the urgent needs of our unhoused population. We ask the federal government to renew our National Housing Strategy and treat housing as a human right under international and domestic legal frameworks.

The CLC will continue to push the federal government to focus on creating secure, affordable, and accessible non-market housing by:

- earmarking all suitable land under the Federal Lands Initiative for non-market housing, with a specific focus on providing supportive housing for equity-deserving groups and people fleeing gendered violence;
- urgently prioritizing efforts to address the housing emergency in Indigenous communities and remote, rural, and Northern communities and ensure self-governance and control of housing;
- tripling funding for co-operative housing and develop a long-term strategy to double the number of co-operative housing units in Canada within 10 years; and
- collaborating with provincial, territorial, and municipal governments to fund the creation of infrastructure needed to build affordable housing.

The CLC will urge the government to focus on prioritizing the housing needs for people in Canada over profit-making corporations and landlords by:

- ensuring that all housing created through the Build Canada Homes strategy goes to people, not profit;
- creating limits and parameters for private investors and corporations who purchase housing, seniors' living facilities, and apartment buildings as an asset; and
- developing a strategy to address and end the financialization of housing in Canada.

Rental housing is under the jurisdiction of the provinces and territories. However, these governments are failing people in Canada, and it is time for the federal government to intervene by:

- ensuring that the Renter's Bill of Rights (developed under the Trudeau government) remains and is strengthened;

- increasing the amount and expanding the eligibility criteria for the Canada Housing Benefit;
- working closely with provinces and territories to maintain rent control and create a cap on annual rent increases nationally;
- working with provinces and territories to end no-fault evictions;
- increasing funding and supporting the non-profit sector to build supportive (rental) housing for women and survivors of violence and their families; and
- investing \$360 million over three years to support the violence against women shelter and transition house sector.

The federal government's Build Canada Homes agency has a specific focus on creating a more innovative and productive residential construction industry. This plan has little mention of support for workers.

The CLC will press the federal government to support residential construction workers by:

- asking for a prevailing wage for workers on all federally funded projects;
- fostering security and well-paying jobs in residential construction (especially in the modular and prefabricated sectors);
- increase the participation of Indigenous and equity-deserving groups in the workforce; and
- developing a workforce strategy for the residential construction sector that removes barriers for workers from under-represented groups and creates a safe and healthy workplace for all workers.

INVESTING IN PUBLIC SERVICES

High-quality, accessible, low-cost, publicly accountable services are essential for workers' access to dignity and a high standard of living. High-quality, accessible, public health care, public education, child care, public transit, and community and social services are indispensable to working-class living standards. The CLC will continue to

prioritize investments in the workers delivering high-quality public services to ensure that all working people benefit. Increasing public funding for public education, health care, pharmacare and dental care, long-term care, child care, and education is critical for combatting inequality and ensuring working-class living standards continue to rise.

STRENGTHENING THE SOCIAL SAFETY NET

Workers who become sick and injured, unemployed, or elderly deserve dignity. Workers, typically women, who are expected to care for others deserve dignity. The CLC will champion social protection for workers living in poverty and **income support for individuals living with a disability** to ensure basic dignity for all people in Canada. We will champion increases to the Canada Disability Benefit and measures to ensure greater access to the benefit and the Disability Tax Credit.

The CLC will champion improvements to **Employment Insurance** to ensure that jobless workers (employees and the solo self-employed) have access to benefits that **allow them to live in dignity. The CLC will continue to press for a single universal** entrance threshold of 360 hours (or 12 weeks), raising the replacement rate above 55% and a higher ceiling on insurable earnings, extending weeks of benefits, and permanently ending the EI clawback that unfairly treats workers' severance and termination benefits.

The CLC will champion a dignified, adequate, and secure retirement for all workers. We will campaign for improved public pensions including the Canada/Quebec Pension Plans, Old Age Security, and the Guaranteed Income Supplement, resisting any moves to restrict or deny access to these benefits for working people. We will continue to defend good defined-benefit workplace pension plans, and promote union-sponsored and trustee

multi-employer pension plans. The CLC will insist that workers' retirement funds are invested and managed in the interests of workers and plan members, unions, and the environment.

ENSURING AFFORDABILITY AND INCREASING WORKING-CLASS LIVING STANDARDS

The CLC will campaign for affordability, relief from corporate price and rent-gouging, and for measures to control corporate prices and profits to achieve affordability. The CLC will research and support public options in strategic industries and product lines that can deliver the same high-quality goods and services currently offered in the commercial marketplace, at lower prices by taking profit out of the equation. The CLC will champion regulatory and policy changes to increase public scrutiny of corporate mergers and acquisitions, insisting that workers and communities demonstrably benefit as a condition of approvals. The CLC will champion price and rent-controls to protect working people and prevent corporate exploitation, price-gouging and algorithmic wage and price discrimination ("surveillance pricing"). We will also champion laws prohibiting the use of algorithms to set prices and wages that discriminate against specific consumers and workers (so-called "surveillance wage and price discrimination").

FIGHTING FOR WORKERS' DIGNITY ABROAD

The necessity of stronger corporate accountability applies in Canada and around the world. The CLC will actively support the emerging **United Nations Framework Convention on International Tax Cooperation**, intended to prevent profit shifting, tax avoidance and abuse, and the proliferation of tax havens. We will also champion a "billionaires' tax" targeting the concentrated wealth of the ultra-rich.



CANADA'S UNIONS

WE CARE

FOR  **ALL**

WE CARE FOR ALL

INTRODUCTION

The right to care is a universal human right. Everyone needs care at some point in **our** lives. That is why unions champion high-quality care for all.

Care work includes health care and mental health, early childhood education and child care, primary and secondary schooling, care for the elderly and people with disabilities, domestic work, and other vital social and health care services that support our families and communities. These workers care for the elderly, children, those who are sick, or people living with disabilities. They provide essential services to families fleeing violence, or people experiencing mental health crises.

Care workers are indispensable to all other work. Our jobs, our families, and our economy depend on having our care needs met. The care economy is not separate from the economy; it is the economy. Hospitals, schools, child care centres, long-term care facilities, and community and social services stabilize job markets, incomes and consumption, anchor local economies, and lift municipal tax revenues to support other vital services.

The conditions of care work are the conditions of care. Typically, however, care work is unrecognized and undervalued, in part because of unequal access to care, and the unequal distribution of caring work (paid and unpaid). For generations, political leaders and Canadian society have taken both paid and unpaid care work – usually done by women – for granted. As a result, much of this work remains low-paid, undervalued, and precarious, while those who perform it are commonly at risk of violence and harassment.

The quality, availability, and accessibility of care work and care services are at the core of labour's struggle for decent work. With a rapidly-aging population, rising impacts of climate change and global pandemics, the toxic drug crisis, and other societal shifts on peoples' physical and mental health, safety and well-being, the need for access to quality care services will only grow. Unions must build a powerful vision and movement for inclusive, equitable, and high-quality care, if we are to avoid reinforcing the gender, race, and class inequities that shape both unequal care provision and access to care. There is an urgent need for generational investments in both care infrastructure, in the services workers and families rely on, and in family-supporting, union jobs in all care sectors. Everyone should have access to the care they need to live in dignity, participate in the workforce, education, and their community.

THE CLC ACTION PLAN

The CLC will press for a **comprehensive and integrated care strategy** to support care workers and strengthen Canada's care economy across all sectors, informed by the ILO 5R Framework for Decent Care Work, which aims to **reduce, recognize, and redistribute unpaid care work, while rewarding and ensuring representation of paid care workers.**

The CLC will fight to establish a **Care Economy Commission** at the federal level, with strong participation from care workers and their unions. We will press governments to invest in care workers to ensure:

- decent wages and working conditions;
- job flexibility to take part in upskilling, professional development, and continuous learning;

- flexible child care, elder care, and work scheduling to facilitate effective access to training and break down occupational segregation;
- mental health supports, career counselling, and adjustment assistance where needed; and
- workforce strategies to address the crisis in recruitment and retention in all care sectors, including workforce and education strategies.

The CLC will press for a **National Strategy on Caregiving (both paid and unpaid)** that prioritizes:

- improving the supports for caregivers to meet their needs, including mental health services;
- improving public services for caregivers and recipients, to reduce and redistribute unpaid care work;
- improving employment protections and leaves of absence for caregivers;
- providing more financial benefits and support for caregivers;
- recognizing that caregiving takes skill, dedication, patience and physical strength and is high-value work; and
- dismantling gendered stereotypes about caregivers and care work.

The CLC will also press for programs to support workers affected by violence and the expansion of legislation addressing **post-traumatic stress disorder** experienced by first responders to include workers in care sectors who are routinely exposed to trauma and a heightened risk of violence and harassment. The CLC will demand stronger enforcement of existing laws and practices to address workplace violence, invest in prevention and training on de-escalation, crisis intervention, and trauma-informed care, establish a national standard for violence-prevention in health care, and mandate safe staffing levels.

SOCIAL INFRASTRUCTURE

The care economy is an overlooked and under-funded part of Canada's economy. A lack of investment has hampered development of the care economy as an integrated part of Canada's systems of production. This undermines productivity, growth, and overall well-being.

The expansion and renewal of **social infrastructure** is essential to national economic development, the provision of high-quality, accessible care, and nation-building in Canada. Care work needs to be supported with adequate infrastructure, including health care facilities, child care facilities, schools, and long-term care homes, to be matched with increasing access to primary health care and home care. Investment in this kind of physical infrastructure will support the social infrastructure that improves productivity, helping to grow Canada's economy and increase well-being.

Investment is needed to ensure care facilities are adequate to serve the needs of all people in Canada. With an aging population, as well as rising rates of chronic health issues, we need more health care and long-term care facilities. A rapidly changing global economy requires the greatest possible participation and highest possible level of education for workers. That means more and better child care and education facilities. Investment in this kind of public infrastructure provides enormous economic benefits.

The CLC will press the federal government to make generational investments in care workers but also bricks, mortar, and technology to facilitate improved quality of care and working conditions for care workers.

MEDICARE

The CLC will continue to urge the federal government to make **generational investments in strengthening and expanding public health care** as the foundation of nation building and safeguarding Canada's identity and sovereignty. We will continue to demand all governments, but especially the federal government, restore public ownership, control, administration, and service delivery, while resisting and reversing privatization, profitization, commercialization, and commodification of care wherever they exist. The CLC demands the government effectively **enforce the *Canada Health Act*** to stop the erosion of public health care by for-profit private interests, such as the explosion of private for profit nursing agencies.

The CLC will continue to fight to ensure the federal government lives up to its promise and follows through on establishing **universal, single-payer pharmacare** in all parts of Canada. The CLC calls on the government to immediately implement the *Pharmacare Act* as the first step to a universal single-payer public pharmacare by:

- negotiating and signing bilateral pharmacare agreements with all the remaining provinces and territories by 2026;
- implementing essential prescription drugs in 2026; and
- implementing a full comprehensive universal single-payer public pharmacare program by 2027.

Safe long-term care and eldercare are still lacking the protections and standards that the COVID pandemic demonstrated are essential for residents' well-being.

The CLC will continue to push for a **Pan-Canadian Health Human Resources Strategy** to deal with staffing shortages. There is an urgent need for integrated workforce planning and coordination among

stakeholders, including health care unions, with a strong federal role. The CLC will press the federal government to lead the development of a National Nursing Retention Strategy to advance retention, return, and recruitment initiatives. This strategy would include safe staffing measures, professional development, and flexible scheduling for nurses and health professionals, as well as financial supports for students and expedited workforce integration of internationally educated nurses and health professionals. This model should be replicated for all health workers.

We will press governments to implement **high standards of care** and expand investments to address shortfalls and inequitable levels of care for seniors and persons with disabilities, including in long-term care, home care, and palliative care.

The CLC will pressure Ottawa to ratify and implement the **International Labour Organization Convention 189 (Domestic Workers Convention)** to ensure decent work and protections for domestic workers.

The CLC will work with governments to **improve foreign credential recognition for internationally trained health professionals and establish pathways to permanent residency for migrant workers**, many of whom deliver care, and ensure that migrant workers have comprehensive worker protections to prevent exploitation and abuse.

The CLC will fight for public investment and workforce development to raise work and care standards in the care economy, and reduce gendered and racial inequities in care and care work.

CHILD CARE

The creation of the Canada-Wide Early Learning and Child Care program has been transformative.

The CLC will demand a **Pan-Canadian Child Care Workforce Initiative** to deal with the workforce crisis and support expanded access to quality child care. The success of the Canada-Wide Early Learning and Child Care agreements depends on the recruitment and retention of qualified professionals.

The CLC will work to win increases to Ottawa's existing Early Learning and Child Care Infrastructure Fund. Alongside affiliates and civil society organizations, the CLC will continue to call on the federal government to allocate long-term, multibillion-dollar funds for provinces and territories on the condition that they develop and earmark transfers for a child care wage grid, and child care pension and benefits plan. These grids must be negotiated with the unions involved. The CLC will press Ottawa to expand the Canada-Wide Early Learning and Child Care program to provide 100% of children under the age of 6 in every province and territory access to \$10-a-day child care. We will continue to demand public, not-for-profit childcare and resist for-profit childcare. The CLC will also prioritize the development of **highly flexible child care** to enable women to increase their participation in traditionally male-dominated occupations like the construction industry, skilled trades, and to meet the needs of working parents in all sectors who require care outside of traditional working hours.

LONG-TERM CARE

The CLC will press the federal government to **bring long-term care fully into the public system**, regulated under the *Canada Health Act*. The CLC will demand that Ottawa develop enforceable national standards, and remove for-profit ownership and financialization from long-term care operations.

We will push for a **long-term care labour force strategy** to address workforce needs, including rectifying inadequate compensation, staff shortages, over-reliance

on part-time staffing, management failures, training, and low rates of unionization. The CLC will demand the introduction of the promised *Safe Long-Term Care Act*, with enforceable national long-term care standards guaranteeing seniors high-quality, affordable care. The CLC will press Ottawa and provincial and territorial governments to **raise wages and benefits and improve working conditions for long-term care workers**, including:

- personal support workers;
- nurses; and
- care aides in nursing homes, long-term care homes, and home care.

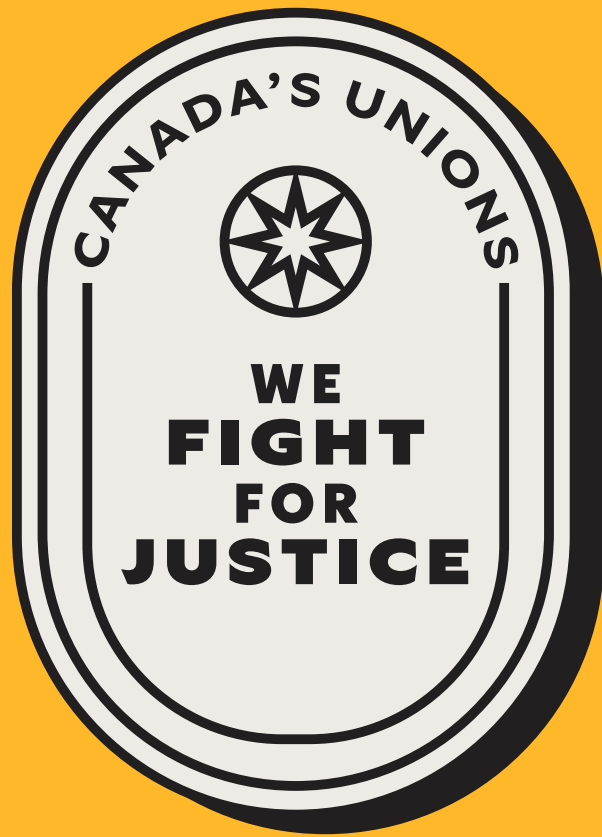
MENTAL HEALTH CARE

The CLC will press for a *Canada Universal Mental Health and Substance Use Health Act* with enforceable national standards and a federal funding transfer providing permanent, ongoing federal funding for public mental health services. Home care workers, addiction counsellors and care workers, and those providing support for victims of gender-based violence should also be covered. We will press for **measures to expand unionization and improve wages and working conditions for workers in all care sectors**, regardless of their employment status or immigration status. For care occupations and industries with low unionization rates, we will press for the introduction of a **sectoral bargaining framework** to ensure all care workers have access to a union and collective bargaining.

DENTAL CARE

The CLC will fight to make the Canadian Dental Care Plan a truly universal dental care plan. We will call for expanding Budget 2025 funding for the current income-targeted Canadian Dental Care Plan to support a fully public, universal program to ensure health equity from coast to coast.





WE FIGHT FOR JUSTICE

INTRODUCTION

Working people have always organized together to fight for social justice. Fighting injustice, discrimination, and inequality is hardwired into unions' DNA. Advancing human rights in work and employment is a major reason workers are drawn to unions.

But building union power, unity and collective working-class strength depends on acknowledging and addressing inequities and injustices faced by different groups of workers. Our ability to confront the boss, concentrated power, and wealth depends on creating unity and strength from workers' common and differing needs and experiences. This is why unions must have a gender and equity lens in everything they do—human rights, equity, inclusion, and social justice for all are critical to building working-class power, organizing, and solidarity. That is what solidarity is all about.

THE CLC ACTION PLAN

Walking the Path of Reconciliation and Fighting for Indigenous Justice

First Nations, Inuit, and Métis (FNIM) peoples in Canada have been subject to egregious human rights violations as part of Canada's colonial history, and to this day continue to live with its legacy in the form of deep inequities, violence, exclusion, and systemic racism. Colonial residential schools, the *Indian Act*, forced relocation and land dispossession of Indigenous peoples, and the Sixties Scoop created today's profound injustices toward Indigenous peoples: disproportionately high rates of violence against Indigenous women, girls, and Two-Spirit peoples, persistent drinking water advisories on reserves, the shameful over-representation of Indigenous children in the child welfare system, and the same over-representation of Indigenous adults in the Canadian judicial system.

The CLC's commitment to reconciliation begins with recognizing the resilience and determination of Indigenous survivors of this shameful history. We commit to building and upholding a respectful relationship with Indigenous peoples within our workplaces, communities, and unions, and taking concrete action to advance justice for First Nations, Inuit, and Métis workers within labour and broader society. The CLC will prioritize job and workplace opportunities for Indigenous workers in existing and emerging sectors, seizing the opening of infrastructure, climate, and care economy investments to open up good jobs and benefits to Indigenous workers and communities.

This includes promoting, prioritizing, and advancing equity, anti-racism, and non-discrimination within and outside of our organizations, with the recognition that Indigenous women, people with disabilities, or 2SLGBTQIA+ people are likely to face higher rates of discrimination; increasing awareness and education around Canada's history and legacy of colonization; and actively combatting anti-Indigeneity.

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

The CLC will root its advocacy efforts in the Truth and Reconciliation Commission's 94 Calls to Action, the 231 Calls to Justice of the Missing and Murdered Indigenous Women, Girls, and Two-Spirit people (MMIWG2S) National Inquiry, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Together with First Nations, Inuit, and Métis partners, affiliates, and allies, the CLC will press the government to:

- adequately fund and accelerate implementation of the 94 Calls to Action, the MMIWG2S National Action Plan, and answer the 231 Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls, as well as create independent accountability mechanisms under the oversight of Indigenous women's organizations and groups;
- continue to invest in the ongoing co-development of a Red Dress Alert (with management, oversight, and issuance of Red Dress Alerts led by Indigenous women, girls, Two-Spirit, and gender-diverse people), through inclusive consultations with First Nations, Inuit, and Métis led by Indigenous women, girls, Two-Spirit, and gender-diverse people living on and off reserve, in urban, rural, and remote communities, and continue to fund alert systems that are currently in place while a national program is being developed;
- fully adopt the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a framework for reconciliation and accelerate implementation of the UNDRIP Action Plan and its 181 measures, ensuring federal laws are consistent with the Declaration, and insist on robust transparency and reporting requirements; and
- end all short and long-term boil water advisories in First Nations communities and improve on-reserve infrastructure and reliable access to clean drinking water.

ADVANCING JUSTICE IN THE WORKPLACE

The Federal *Employment Equity Act* was intended to promote fairness, equality and access in federally regulated workplaces by identifying and removing systemic barriers to participation and promotion for groups who face discrimination and marginalization.

The CLC will pressure the federal government to **implement the transformative recommendations of the Employment Equity Task Force Report** published in December 2023. We will press Ottawa to update the *Employment Equity Act* and quickly develop a new employment equity framework, including:

- a permanent, dedicated Employment Equity Commissioner, reporting to Parliament, and tasked with developing education and training, ensuring employers are compliant, and mediating disputes;
- the creation of two new designated equity groups under the Act: Black people and 2SLGBTQIA+ people; and
- improved data collection and disaggregation to support intersectional analysis and policymaking.

The Canadian Labour Congress believes that employment equity is an important tool to identify and eliminate systemic barriers for workers who face discrimination, as a complement to the collective bargaining process and other mechanisms that bargaining agents can employ to ensure fairness and equity at work.

The CLC will work with affiliates to develop **tools for unions to take action to eliminate systemic barriers for workers in all their diversity.**

PROMOTING WOMEN'S ECONOMIC JUSTICE

We will campaign for **pay equity** and champion measures to reduce and eliminate the gender pay gaps, including **expanded pay transparency** and reporting requirements. Valuing women's employment means systematically breaking down occupational segregation and the workplace and societal inequities that impose wage and employment penalties on women.

Crucially, this means addressing the low value afforded to care work and the care economy. Care work is predominantly performed by women (often racialized women and women who are newcomers to Canada); addressing unpaid care work and overturning the gendered division of labour are essential to overcoming gender inequities in work and pay. And improving pay and conditions in the care economy are central to overcoming the pay inequities and employment inequities that continue to set women back in today's labour market.

In Canada and around the world, the rights of 2SLGBTQIA+ workers and their families are under attack like never before. The CLC will continue to champion the full rights and protections of workers against harassment, violence, and discrimination on the basis of sexual orientation and gender identity. The CLC will press for safe and healthy workplaces for women and gender-diverse people (including reproductive health at work and dignified and accessible design for washrooms and changing facilities).

The CLC will press for increased funding and programming of employment supports for women, in particular women facing increased systemic and structural disenfranchisement at the intersections of multiple identity factors, including socio-economic marginalization based on sexual orientation, gender expression, race, age, disability, and immigration status. The CLC will call for

expanded funding to expedite the work of the federal Office of the Pay Equity Commissioner, and will seek regular independent public reviews and sustained funding for the development of the disaggregated data needed to support proactive pay equity. The CLC will redouble its efforts to win long-term funding for feminist, women's rights, and equality-seeking organizations to provide services and carry out vital advocacy and research.

COMBATTING GENDER-BASED HARASSMENT AND VIOLENCE

The CLC will continue to press the federal government to develop and implement, in conjunction with employers and unions, a plan to identify and close gaps in existing legislation and regulations pertaining to violence and harassment at work. The CLC will also demand funding be allocated towards the elimination of workplace violence and harassment, including gender-based and third-party violence and harassment, as part of the rollout of the National Action Plan to End Gender-Based Violence.

The CLC will work to strengthen transparency, accountability, and the role of unions and civil society in overseeing, monitoring, and evaluating the National Action Plan. The CLC will call on Ottawa to work with unions and advocates to develop a National Strategy for the Gender-Based Violence Workforce that addresses issues of precarious work, access to decent salaries, pensions, benefits, supports for workers, and retention and recruitment issues. We will push for earmarked funds to support sexual assault centres and other community-based sexual violence and advocacy organizations. We will continue to advocate for expanded investment in key social infrastructure (including shelters, emergency response, and community and social services) to address the epidemic of gender-based violence. We will press for the establishment of an independent federal

Gender-Based Violence Commissioner to monitor the implementation of Canada's National Action Plan on Gender-Based Violence and future efforts.

FIGHTING HATE AND DISCRIMINATION AGAINST 2SLGBTQIA+ PEOPLE

The CLC will prioritize combatting violence and harassment against women and the 2SLGBTQIA+ community. We will fight violence and hatred toward Indigenous people, racialized communities, and religious minorities. In particular, the CLC will champion efforts to strengthen and accelerate the National Action Plan on Gender-Based Violence. We will continue to prioritize measures to protect public-sector and front-line workers exposed to violence and harassment at work.

The CLC will press the federal government to address gaps in the new 2SLGBTQIA+ Action Plan in consultation with the 2SLGBTQIA+ community and rights-defending organizations. We will continue to advocate for a whole-of-government Action Plan implementation strategy, backed by adequate funding.

The CLC will call on Ottawa to increase funding for the 2SLGBTQIA+ International Assistance Program as part of the overall international development budget. We will urge Ottawa to **appoint a Human Rights Ambassador** to develop and implement in partnership with like-minded countries a comprehensive strategy on human rights.

Working together with affiliates, federations of labour, district labour councils, and allies, the CLC will:

- call on the government to repeal any legislation that characterizes or reinforces racist stereotypes and propagates fear in Canada, such as the Conservative government's *Zero Tolerance for Barbaric Cultural Practices Act*;

- urge the government to track and report on hate groups found to be propagating white supremacy, homophobia and transphobia, or misogyny; and
- lobby the federal government to introduce legislation to fight online hate and harassment communications.

NAMING AND COMBATTING RACISM

The CLC will intensify its efforts to combat systemic racism and racial inequity in Canada. We will press the federal government to:

- expand funding for Canada's Disaggregated Data Action Plan (DDAP), allowing for improved identification of racial inequities and the documentation of trends in areas such as income inequality;
- ensure ongoing funding for Canada's National Anti-Racism Strategy and introduce an Anti-Racism Act addressing all forms of systemic racism and hate, and setting out the legislative foundation for an independent Anti-Racism Secretariat reporting directly to Parliament and with its own budget to support a whole-of-government approach to combating systemic racism; and
- develop a national strategy to address environmental racism, including redress for communities faced with polluting industries and environmental hazards.

The CLC will work with affiliates to address longstanding discrimination against Black federal public servants and to pursue justice for those impacted.

COMBATTING INEQUITIES AND BARRIERS FACING PEOPLE WITH DISABILITIES

The CLC will prioritize greater funding for a significantly higher Canada Disability Benefit (CDB), in order to truly reduce poverty and financial insecurity among people with disabilities. The CLC will press to extend automatic eligibility for the Disability Tax Credit to recipients of provincial and territorial disability benefits. The CLC will further push the federal government to:

- separate and detach Canada Disability Benefit eligibility from the Disability Tax Credit eligibility;
- simplify and expand access to the Disability Tax Credit; and
- adopt a disability inclusion lens in all federal policymaking.

SOLIDARITY IN PRACTICE

The CLC will strengthen its commitment to work collaboratively with groups directly affected by discrimination and inequities, realizing the principle of “nothing about us without us.” The CLC will continue to gather best practices of co-resistance of different movements and use them to develop and deliver a transformative human rights agenda.

Together with affiliates, federations of labour, and labour councils, the CLC will redouble its efforts to:

- develop capacity within our own organizations to transform the existing social and power relations that reproduce inequities and perpetuate discrimination and marginalization; and
- develop human rights education for union leadership and members that confronts white privilege, misogyny and sexism, overt racism and micro-aggressions, unconscious bias, classism, ableism, homophobia, biphobia, and transphobia in the union structure, in the workplace, in policy, and lobbying work.



WE BUILD WORKER POWER

INTRODUCTION

Working people want and need access to unions. Unions offer upward mobility and a pathway to a decent job with benefits, training opportunities, career prospects, and a living income. Unions deliver a voice in the workplace, access to collective bargaining, dignity, and fairness. Unions stabilize employment and working conditions, reducing inequality in the workplace and society, and allowing workers and communities to share in the benefits of working more productively over time. Unions are the only organization for raising workers' voices and conditions that are owned and operated by those workers themselves.

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

More than ever, the public is recognizing the benefits of unions and recent polling shows a growing positive opinion of unions, with the large majority of workers approving of labour unions. Year after year, the share of workers who have access to a union is outstripped by the share of workers who would *like* access to a union in their workplace. This means that workers confront obstacles to accessing unions and collective bargaining that must be eliminated.

Working hand in hand with workplace unions is the system of labour standards that provide a basic floor for pay and conditions of work. Strong workplace standards enshrined in law are crucial for improving conditions for all workers, unionized and non-unionized. As precarious work has spread, labour standards

have been less and less able to ensure decent work for non-unionized workers. Unions must take the lead in strengthening basic labour standards and ensuring these foundations remain relevant and effective today.

THE CLC ACTION PLAN

Over the next three years, the CLC will work with affiliates and allies to win federal, provincial, and territorial labour and employment law changes to raise workplace standards and improve access to unions and effective collective bargaining.

DEFENDING THE RIGHT TO COLLECTIVE BARGAINING AND THE RIGHT TO STRIKE

Despite winning federal anti-scab legislation and other achievements in recent years, respect for labour rights has weakened or eroded. From the federal government's use of Section 107 of the *Canada Labour Code* to Quebec's Bill 89 and Alberta's Bill 2 legislating striking teachers back to work, governments have been quick to end legal strikes, terminate collective bargaining, and impose binding arbitration or contract terms themselves.

The CLC will work to **eliminate governments' special powers** to override constitutional freedoms and end collective bargaining, impose binding arbitration, and block access to legal strikes. Through legal challenges and campaigning, the CLC will work to **end governments' use of Section 33** (the 'Notwithstanding' clause of the *Canadian Charter of Rights and Freedoms*) to trample workers' rights. Working with affiliates through its Legal Challenges Committee, the CLC will continue to advance and coordinate **strategic litigation concerning Charter guarantees** of freedom of association, freedom of expression, and the right to strike.

The CLC will advocate to end right-to-work style labour legislation and restrictions on union political advocacy. Alberta's right-to-work legislation enacted by Bill 32 and Quebec's Bill 3 are an attack on union freedoms and constitutional guarantees enjoyed by working people. The CLC will challenge these right-to-work style laws in the courts and in the political sphere in order to rescind these laws and prevent governments in other jurisdictions from adopting similar legislation.

Winning labour law reforms to strengthen access to collective bargaining and the bargaining power of workers must be a top priority of Canadian unions and our labour movement as a whole. Removing obstacles to organizing a union includes **implementing one-step/card-check certification in all jurisdictions**. Having won **anti-scab legislation** at the federal level, these laws must be strengthened and extended to all jurisdictions in Canada. Strengthening first-contract arbitration and resisting unjustified efforts to expand essential services must also be on the agenda.

In order to move the needle on union coverage and permit workers otherwise shut out of union access to organize, unions will need to go beyond one-step certification. For some small workplaces or dispersed occupations, broader-based certification and sectoral bargaining are called for. **Broader-based and sectoral bargaining** is taking root in other countries; multi-employer, multi-union bargaining is also well-established in different sectors and parts of Canada. The CLC will work with affiliates and allies to achieve the greatest possible labour-movement consensus and support for sectoral standard-setting and broader-based bargaining.

EMPLOYMENT STANDARDS

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

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

CUPE's "Unpaid Work Won't Fly" campaign highlighting flight attendants' unpaid work in the aviation sector has forced the government to address this widespread problem. The CLC will press for changes to the *Canada Labour Code* to define what constitutes work performed for the employer, and to strengthen enforcement efforts to crack down on companies' use of unpaid work in air transportation and other industries.

New technologies hold the potential to increase industry productivity and global competitiveness, and, if implemented correctly, could improve working conditions, lead to healthier and safe working environments, and have positive impacts

for both workers and their surrounding communities. Yet, if workers are not at the table shaping how technology is integrated into their work, new technologies will make work less safe, less fulfilling, and lead to the loss of good family and community-supporting jobs.

Artificial intelligence is already having profound impacts on workplaces and the nature of work. Workers insist that new workplace technologies improve job quality and the nature of work, with benefits and shared gains flowing to workers. However, many firms and developers view AI as an opportunity to automate jobs, capture workers' knowledge and data before displacing and replacing them, intensify work, and more closely monitor and control workers. This is unacceptable. The CLC will continue to demand that governments regulate the development and adoption of AI workplace systems in the interest of workers and the public, not wealthy investors and management.

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

- Rights and protections with respect to electronic monitoring, surveillance, and control of work and workers in the workplace;
- Regulations to ensure equitable access and protection from discrimination and unequal, unfair, and unjust treatment;
- Workers' right to know, to negotiate, and to be consulted;
- Workers' right to their name, image, likeness, and voice;
- The right to training, digital skills, and support when work is transformed or displaced;

- The right to privacy and control of personal data;
- Limits on the workday, controls over the intensification of work, and the right to disconnect from work.

App-based gig work on digital platforms is essential work, yet badly undervalued; racialized workers, newcomers, and youth are performing extremely precarious work while misclassified as non-employees and with only a portion of their working time compensated. The CLC will work with allies to properly classify digital platform workers as employees, end the corporate rip-off of their work and time, and ensure these workers have access to unions, protections, and entitlements at work. Misclassified gig workers must be given access to Employment Insurance, the Canada/Quebec Pension Plan, and provincial/territorial insurance against illness and injury at work.

The CLC will redouble its efforts to win **10 paid days of medical leave** in all provinces and territories. The CLC will fight for **fair scheduling laws** in all jurisdictions that reduce scheduling precarity for workers. The CLC will strengthen competition laws and employment standards provisions that **prohibit non-compete agreements and wage-fixing agreements** between employers.

Low-paid migrant workers in Canada typically lack effective access to basic labour standards, in part because of weak enforcement of the law. They are often forced to work in physically hazardous conditions, with substandard housing and conditions. The root of the problem is tied (or closed) work permits that leave workers tied to their employer and at risk of deportation if they flee or complain. The CLC will continue to advocate for the **end of tied work permits** as an affront to civil liberties, human rights, and basic labour freedoms in Canada. We will advocate for full access to permanent residency in Canada, and to unions and collective bargaining.

The CLC will work to ensure that unions are at the centre of ensuring migrant workers' rights and entitlements are respected, and that labour inspection is strengthened to effectively deter employer exploitation of migrant workers.

The CLC will continue to demand more proactive enforcement of employment standards committed to deterring, not rewarding, unscrupulous behaviour by employers.

OCCUPATIONAL HEALTH AND SAFETY

The CLC will work with affiliates to pressure governments to strengthen occupational health and safety enforcement and education in the workplace. Far too many workers are injured, sickened, and killed on the job each year in Canada.

The CLC will call on government to formally declare **the right of every Canadian to safety at work**, and to support this with policy initiatives and regulatory and legislative reforms. Working with affiliates, we will continue to lobby for complete national compliance with ILO Convention 190 to prevent violence and harassment in the workplace. We will make preventing mental and physical strain a priority, and press governments to ensure employers take preventative steps, including **risk assessments of psychosocial hazards and apply a prevention lens to psychosocial workplace injuries** to improve working conditions and facilitate retention.

The CLC will work for robust protections from thermal (heat) stress and ratification of ILO Conventions 155 (Occupational Safety and Health Convention, 1981) and 192 (Biological Hazards in the Working Environment, 2025).

The CLC will work to ensure that the drive to remove internal trade barriers and regulatory differences between provinces does not undermine or erode occupational health and safety (OHS) protections. We will work to immediately fill all vacant Health and Safety Officer (HSO) positions in the federal government and implement a policy of performing unannounced inspection blitzes in federally regulated workplaces (especially those hiring vulnerable migrant workers and newcomers).

The CLC will continue to demand **funding, enforcement, and greater protections for front-line workers** such as transit workers, health workers, and educators who are routinely exposed to third-party workplace violence and harassment. And we will demand investments in workplace training to support workers confronting violence and harassment, discrimination, and additional psychosocial risk factors at work.

FIGHTING WORKPLACE DISCRIMINATION AND EXCLUSION, ADVANCING INCLUSION

Every day, unions prove their relevance and power by challenging sexism, racism, and discrimination in the workplace. By championing human rights and inclusion, unions lead the way in achieving equitable and highly diverse workplaces to the benefit of all workers. The CLC will continue to prioritize **employment equity** to break down occupational segregation, challenge workplace silos, and extend opportunities for training and career advancement to workers from marginalized and oppressed communities. The CLC will work to implement the recommendations of the report of the Task Force on Employment Equity.

The CLC will continue to advance women’s economic justice and equal pay for work of equal value by championing **effective, proactive pay equity** in the federal sphere, and at all levels in Canada. We will work to win equal treatment legislation, and **end pay discrimination** against part-time workers in jurisdictions in Canada. And the CLC will press governments to prioritize women’s reproductive health in the workplace by protecting women workers and providing the right to reassignment.

Workers with disabilities face visible and invisible barriers to full and equal participation in the world of work. The CLC will continue to champion measures to eliminate discrimination and supports to facilitate full access to job and workplace opportunities for workers with disabilities.

Racialized workers face subtle and overt discrimination, bias and injustice in our workplaces. The CLC will continue to advance anti-racism measures in workplaces, in regulation, and in government policy. These commitments are developed in the “We Fight for Justice” Convention Action Plan.

Newcomers to Canada, especially racialized newcomers, confront high obstacles to accessing meaningful work and opportunities in Canada. The CLC will continue to work toward full, rapid recognition of international experience and credentials, while advocating for the elimination of “Canadian experience” as a barrier to opportunity.

GROWING CANADA’S LABOUR MOVEMENT

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

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



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