





REPORTS OF THE


RESOLUTIONS COMMITTEES



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CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

Report of the Economic and Social Policy Committee..... 6

1. Composite Resolution: Industrial Policy..... 7
2. Composite Resolution: Resisting Attacks on Labour Rights10
3. Composite Resolution: Combatting Anti-Immigrant Sentiment..... 12
4. Composite Resolution: Post-Secondary Education..... 12
5. Composite Resolution: Artificial Intelligence.....14
6. Composite Resolution: Trade..... 16
7. Composite Resolution: Employment Insurance 17
8. Resolution ESP-076: Closing the Gender Wage Gap 18
9. Composite Resolution: Migrant Workers' Rights..... 18
10. Composite Resolution: Fair Taxation20
11. Resolution ESP-022: Precarious Work 21
12. Composite Resolution: Affordability 21
13. Composite Resolution: Pensions 21
14. Resolution ESP-005: First Nations Public Utility Projects22
15. Resolution ESP-099: Establishing a National Secretariat or Minister for Education..... 23
16. Resolution ESP-092: Union-Busting by Amazon and other Multinational Companies..... 23
17. Resolution ESP-095: National Seniors Strategy..... 24
18. Resolution ESP-087: Misuse of Casual and Student Workers..... 24
19. Resolution ESP-098: National Commercial Agreement Lockout 24
20. Resolution ESP-056: Air Passenger Protection Regulations.....25
21. Resolution ESP-091: Softwood Lumber Industry25
22. Resolution ESP-009: Trade That Puts Workers First26
23. Resolution ESP-008: Campaign for a Workers' Bill of Rights.....26
24. Resolution ESP-094: Resisting Back-to-Work Orders.....27
25. Resolution ESP-029: Marketing Opportunities for Canadian Workers in Other Countries27

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

Resolutions Covered by Action Plans	27
Resolution ESP-010: Trade Disputes and Job Protection	27
Resolution ESP-011: Support for Manufacturing Jobs.....	27
Resolution ESP-033: Public Investment for High-Quality Care and Care Workers.....	28
Report of the General Resolutions Committee	29
1. Composite Resolution: Public Service Cuts.....	30
2. Composite Resolution: Indigenous Justice.....	30
3. Composite Resolution: Supporting Safer Work	33
4. Composite Resolution: Anti-Hate and Anti-Fascism.....	35
5. Resolution GEN-134: Palestinian Solidarity	36
6. Composite Resolution: Health Care Workers	37
7. Composite Resolution: Transit	38
8. Resolution GEN-089: Child Care	39
9. Resolution GEN-096: Worker Involvement in Sustainable Jobs Action Plans.....	39
10. Composite Resolution: Gender Equity and Rights in Health Care	39
11. Composite Resolution: Housing.....	41
12. Resolution GEN-103: Support for injured workers	43
13. Composite Resolution: Protecting Canada Post and Postal Workers	43
14. Resolution GEN-054: Addictions mental health/drug crisis.....	43
15. Resolution GEN-004: Supporting Journalism	44
16. Resolution GEN-049: OHS for Wildland Firefighters	44
17. Composite Resolution: Canada Health Act	45
18. Resolution GEN-135: US Aggression.....	46
19. Resolution GEN-107: Employment Equity	46
20. Composite Resolution: Corporate Accountability (in supply chains).....	47
21. Resolution GEN-080: Protections for Cannabis workers	47
22. Resolution GEN-113: Supporting Palestine.....	48

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

23. Composite Resolution: Venezuela	48
24. Composite Resolution: Solidarity with Sudan.....	49
25. Composite Resolution: Responses to Trump	50
26. Resolution GEN-040: Systemic Racism and Equity.....	50
27. Resolution GEN-031: Kurdish rights.....	51
28. Resolution GEN-039: Iran.....	51
29. Resolution GEN-037: Biodiversity	51
30. Resolution GEN-016: Cost of carbon as part of public procurement.....	51
31. Resolution GEN-048: Commercial Vehicle Safety Officers as Public Safety Officers	52
32. Resolution GEN-060: Action to Support Palestine.....	52
33. Resolution GEN-022: Climate Hazards	53
34. Resolution GEN-129: Human Rights Lobby Day	53
35. Resolution GEN-077: Sex Work.....	53
36. Composite Resolution: Anti-Racism	54
37. Resolution GEN-126: Organizing	54
38. Resolution GEN-043: Workplace Harassment and Violence.....	55
39. Resolution GEN-121: Anti-Palestinian Racism.....	55
40. Resolution GEN-097: Democracy Campaign.....	55
41. Resolution GEN-019: Palestine Financial Accountability.....	56
42. Resolution GEN-030: Workers' Rights Myanmar	56
43. Resolution GEN-120: Immigration approve for Jay Naidoo	56
44. Resolution GEN-114: Health workers in conflict zone	56
45. Resolution GEN-112: W.A.G.E	57
46. Resolution GEN-109: Strengthen Criminal Code for Health Care Workers	57
47. Resolution GEN-137: Medication for Canadians (Retirees)	57
48. Resolution GEN-058: Health Care.....	58
49. Resolution GEN-069: LTC Act.....	58

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

50. Resolution GEN-029: Seniors Care	59
51. Resolution GEN-115: Arts and culture.....	59
52. Resolution GEN-025: Online Harms	59
53. Resolution GEN-020: Disinformation	60
54. Resolution GEN-050: Disaggregated Data	60
55. Resolution GEN-059: Public service and defence spending.....	60
56. Resolution GEN-119: Student employment program.....	61
57. Resolution GEN-136: Retirement	61
58. Resolution GEN-125: School Boards	61
59. Resolution GEN-084: Municipal Powers.....	61
60. Resolution GEN-062: Public Libraries	62
61. Resolution GEN-088: Airport Privatization.....	62
62. Resolution GEN-047: Mental Health	62
63. Resolution GEN-053: Electoral Reform	63
64. Resolution GEN-028: NDP EDAs	63
65. Resolution GEN-095: NDP Support	63
66. Resolution GEN-116: Cultural Funding.....	63
67. Resolution GEN-104: Swim to Survive.....	64
68. Composite Resolution: Unite House of Labour	64
69. Resolution GEN-055: Human rights violations in the Congo, Palestine, Sudan and elsewhere.....	64
70. Resolution GEN-061: Palestine.....	65
71. Resolution GEN-123: Housing and Ontario government.....	65
72. Resolution GEN-078: MAID and Disability Supports	65
73. Resolution GEN-130: A Campaign for a Shorter Work Week	66
Resolutions covered by the Action Plans	66
Resolution GEN-041: BIPOC Workers Union Career Development	66
Resolution GEN-087: Heat Stress Campaign.....	66

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

Resolution GEN-122: Heat Stress.....67

Resolution GEN-099: Psych OHS.....67

Resolution GEN-008: Safety of transit workers.....67

Resolution GEN-074: Violence and Harassment against Healthcare workers68

Resolution GEN-076: Opposing two-tier private health care and reinforcing the
Canada Health Act.....68

Resolution GEN-014: Enforce the *Canada Health Act*.....68

Resolution GEN-067: Implement universal single-payer pharmacare now68

Resolution GEN-132: Employment Equity.....69

Resolution GEN-051: Indigenous workers in medical and diagnostic fields.....69

Resolution GEN-027: Femicide, Stalking and Harassment.....69

Report of the Constitution and Structure Resolutions Committee 70

1. Composite Resolution: CS-004 and CS-012..... 71

2. Resolution CS-013 71

3. Composite Resolution: CS-003 and CS-00972

4. Resolution CS-008.....72

5. Resolution CS-014.....73

6. Resolution CS-001.....73

7. Resolution CS-007.....73

8. Resolution CS-002.....74

9. Resolution CS-01174

10. Resolution CS-010.....74

11. Composite Resolution: CS-005 and CS-00675

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

**Report of the Economic and Social Policy
Committee**

WE BUILD WE CARE WE FIGHT

1. Composite Resolution: Industrial Policy

The Committee recommends concurrence in the following composite resolution, covering resolutions: ESP-007, ESP-046, ESP-049, ESP-057, ESP-058, ESP-062, ESP-063, ESP-064, ESP-066, ESP-067, ESP-068, ESP-069, ESP-075, ESP-081, and ESP-085.

Working with affiliate unions, federations of labour, and allies, the CLC will:

- Advocate for a national industrial economic strategy that supports workers and the planet, treating domestic manufacturing, energy transition infrastructure, and economic sovereignty as matters of national interest, in order to expand domestic industrial capacity, prioritize value-added production in Canada, and ensure public dollars create and sustain good union jobs.

This strategy will include pressing and lobbying governments to:

- Ensure infrastructure programs contain binding Buy Canadian / Buy Clean procurement requirements for all projects receiving federal funding, energy, transit and housing projects, including:
 - Strong policies to buy Canadian products and services that prioritize Canadian products, services, and unionized workplaces across all federal procurement, infrastructure, and government; and
 - Robust rules that improve transparency in federal purchasing.
- Increase investments in public services;
- Leverage existing public ownership and Crown corporations to fulfill social and economic goals, and create new Crown corporations and publicly-owned enterprises in strategic sectors;
- Develop an East-West, sovereign energy grid and build out publicly-owned green energy;
- Increase corporate transparency and accountability and international collaboration to directly tackle tax evasion by large multinational corporations and wealthy oligarchs;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Introduce a made-in-Canada tax credit;
- Introduce a carbon border adjustment mechanism;
- Make all federal emergency or innovation funding conditional on maintaining jobs;
- This will involve campaigns, mobilization, lobbying, and developing resources to support affiliates in campaigning for the above, including a lobby document and member education resources;
- Urge the federal government to ensure trade agreements are not used to undermine workers, public services, or Canada's industrial capacity;
- Lobby the federal government to ensure that Canada's Major Projects are built with project labour agreements and highly-skilled workers, and rely on union labour to deliver good wages, family-supporting jobs and union standards for workers across Canada;
- Encourage the federal government to close the Canada Infrastructure Bank and create a public bank to serve as a source of low-cost loans for local governments and Indigenous communities to deliver vital projects;
- Support research and advocacy that promotes public financing, ownership, and operation of public infrastructure; and
- Study the viability of and support nationalized steel, energy, and auto sectors (including supporting the creation of a Canadian publicly-owned car company) under democratic control, which could be the central features of a green transition.
- For the steel and aluminum sectors:
 - 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;
 - Lobby for increasingly-robust Buy Canadian measures for steel, expand those to include aluminum;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Call on the Government of Canada to implement strong, permanent measures to protect, build and expand Canada's steel industry and to support the workers and their communities, including:
 - Strengthened trade-enforcement tools to stop dumped and unfairly-traded steel; and
 - Policies that ensure public investment supports domestic production, innovation in low-carbon Canadian steel conditional on the creation and maintenance of good, unionized jobs.
- For the softwood lumber sector:
 - Continue to lobby the federal and provincial governments to:
 - Seek a fair and equitable solution to the softwood lumber dispute;
 - Implement an intergovernmental working forests strategy aimed at ensuring a healthy and sustainable forest for future generations, while creating jobs for today; and
 - Develop a coordinated intergovernmental strategy aimed at reducing the export of raw logs.

For the telecommunications sector:

- Lobby the federal government to:
 - Maintain Canadian control of the telecommunications sector and oppose foreign takeovers that undermine jobs, privacy, or national security, while requiring Canadians' telecommunications data to be stored and protected in Canada under Canadian law;
 - Establish and enforce federal procurement and funding policies that protect and grow good, unionized Canadian telecommunications jobs and skills; and
 - Embed employment impacts, workforce stability, labour standards, and transparency in telecommunications policy.
- Support affiliates opposing outsourcing and offshoring telecommunications jobs and advancing fair transition measures.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

For the critical minerals sector:

- 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, domestic value-added supply chains, and achieves environmental goals; and
- Pressure appropriate governments and employers for adequate investments into existing and new mines to meet increasing demand for critical minerals to meet security and environmental goals.

2. Composite Resolution: Resisting Attacks on Labour Rights

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-004, ESP-031, ESP-036, ESP-037, ESP-041, ESP-051, ESP-061, ESP-079, ESP-086, ESP-088, ESP-089, and ESP-090.

Working with affiliate unions, federations of labour, and allies, the CLC will:

- Launch a coordinated response to attacks on workers and to defend labour rights, including:
 - Calling on all governments to respect workers' constitutionally-protected rights to free and fair collective bargaining, and to cease using Section 33 to intervene in collective bargaining and attack the rights of equity-deserving communities;
 - Lobbying and campaigning for the removal of *Canada Labour Code* Section 107 and any mechanism that undermines free collective bargaining, including through support for legislative initiatives such as Bill C-247;
 - Supporting unions in Quebec and every other province and territory through public statements, coordinated political action and support for mobilization campaigns aimed at protecting the right to strike, defending freedom of association, and maintaining mandatory union dues;
 - Working through the CLC Legal challenges Committee to monitor and support legal challenges where appropriate; and

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Supporting education on abuse of the notwithstanding clause.
- Support organizing efforts in order to build worker power to counter the attacks on workers and unions, including:
 - Addressing precarious employment and lobbying for legislation to end contract flipping;
 - Developing and resourcing a campaign to coordinate strike support for affiliates across the country and mobilize direct actions to defend and fight for the right to collectively bargain and to strike, and whenever human rights are under attack due to a government's use of the notwithstanding clause;
 - Lobbying the federal government to legislate stronger anti-scab measures in the *Canada Labour Code* through steeper fines and other sanctions on employers, establishing reverse onus in all cases where scabs are thought to be deployed, and allowing workers to invoke the right to refuse unsafe work when being pressured to scab by employers;
 - Fully enforcing this legislation, including timely and effective enforcement mechanisms;
 - Creating a campaign calling on the federal government to amend the *Canada Labour Code* to enshrine protections for workers and other union members to honour legal picket lines (including under circumstances where there are both provincially-regulated and federally-regulated workers at a shared worksite), and ensure those protections extend to virtual picket lines if an employer's physical headquarters is behind a picket line;
 - Lobbying the federal government to eliminate the \$5 per-card payment requirement for union certification applications and instead accept secure, signed membership evidence without mandatory fees; and
 - Highlighting to governments and the public the value of unions.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

3. Composite Resolution: Combatting Anti-Immigrant Sentiment

The Committee recommends concurrence in the following composite resolution, covering resolutions: ESP-001, ESP-012, ESP-023, ESP-032, ESP-035, ESP-042, and ESP-082.

Working with its provincial and territorial affiliates, the CLC will:

- Combat rising anti-immigrant sentiment in the context of the housing crisis, a rising cost of living, and the resurgence of right-wing movements in Canada and the United States;
- Affirm support for sanctuary cities and lobby all Canadian municipalities to adopt sanctuary city policies, including:
 - Standing in solidarity with asylum seekers and refugees and urgently demand the Canadian government repeal the Safe Third Country Agreement.
- Pressure the federal government to strengthen policies and programs aimed at the recognition of skills and foreign credentials and to facilitate immigrants' access to jobs commensurate with their expertise;
- Lobby the federal government for stronger protections for migrant workers and to ensure a pathway to permanent residency;
- Lobby the federal government to protect and enhance rights and access to services for newcomers to Canada;
- Call for the *Immigration and Refugee Protection Act* to be amended to remove the medical inadmissibility policy which bars people with disabilities from immigrating to Canada; and
- Work with the Canadian Council for Refugees and the Better Together Canada campaign to develop educational materials such as fact sheets and toolkits, with an intersectional framework and integrating the principles of the campaign, that can be circulated to affiliates within the first year following this Convention.

4. Composite Resolution: Post-Secondary Education

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-002, ESP-006, ESP-027, ESP-034, ESP-048, ESP-050, and ESP-080.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

Working with affiliates and allies, the CLC will:

- Urge the federal government to work with provincial and territorial governments to:
 - Develop a multilateral framework, similar to the Early Learning and Child Care Framework;
 - Ensure that Canada's public universities, colleges, and polytechnics receive the funding they need to provide high-quality, accessible post-secondary education (PSE), delivered by workers in good jobs; and
 - Implement a national strategy to increase public apprenticeship training opportunities.
- Lobby the federal government to provide sustainable long-term funding tied to national standards to:
 - Ensure PSE is public, high quality, and accessible to all;
 - Reduce the extreme disparity in international student fees versus domestic student fees;
 - Provide incentives for mature students to enroll; and
 - Ensure that housing, public transportation, and grants are available to all students.
- Support affiliates in the PSE sector in fighting for permanent, comprehensive, and accountable public funding for colleges and universities, skilled trades training, professional programs, and research and innovation to ensure all people in communities across the country can access the education and training they need;
- Monitor the use of micro-credentials and ensure they are not a replacement for robust programs;
- Support affiliates in responding to the crisis made worse by federal immigration policy changes, including by:
 - Lobbying the federal government for fair and just treatment of international students;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Lobbying Immigration, Refugees and Citizenship Canada (IRCC) to remove work restrictions for international students; and
- Working to ensure international students are permitted to work full-time, regardless of whether their studies are in session.
- Advocate for the federal government to implement a more stringent accountability framework for Labour Market Development Agreements (LMDAs) and Workforce Development Agreements (WDAs) that prioritizes support for public post-secondary education.

5. Composite Resolution: Artificial Intelligence

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-003, ESP-021, ESP-024, ESP-055, ESP-078, ESP-083, and ESP-084.

Working with affiliates and allies, the CLC will:

- Establish a CLC Committee on AI and workers' data that convenes regular meetings amongst affiliates to:
 - Discuss arbitration cases, bargaining trends, and research on AI in the workplace;
 - Provide opportunities to share collective agreement language that helps address potential abuses of AI or displacement of workers; and
 - Support affiliated unions in negotiating enforceable artificial intelligence protections in collective agreements, including by developing model contract language on workplace AI.
- Develop an AI policy that protects workers and jobs, corrects for discrimination bias, and ensures meaningful human review and transparency;
- Create a campaign to highlight the dangers of AI for workers and the need for regulation, including pressing the federal government to:
 - Legislate mandatory training by employers who implement AI tools; and
 - Hold companies responsible if AI tools they have developed, sold or maintained cause harm to people and threaten our democracy.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Lobby governments at all levels for strong legislation, regulation and policy changes for laws that:
 - Protect workers in both the public and private sectors, as well as the public and the environment, from AI harms, including:
 - Requirements for transparency, informed consent, worker control, and fair compensation;
 - Strong, effectively enforced restrictions to protect human rights, including labour rights, and privacy;
 - The right to advance consultation and information-sharing;
 - Effective data protection;
 - Requirements that AI cannot be used to replace, monitor, or exploit workers, and must be subject to collective bargaining and meaningful worker protections; and
 - The right to human explanation and appeal when important decisions are made using AI.
- Advocate for impact assessments that specifically test AI for unfair outcomes on all human-rights protected grounds;
- Call for cooperation between AI regulators, privacy commissioners, human rights bodies and consumer protection agencies so harmful systems cannot be launched;
- Call for publicly-owned and operated AI systems, including digital infrastructure, to protect public services from privatization;
- Support the development of worker training on AI that includes the risks of job loss, surveillance, discrimination, algorithmic management and privatization;
- Combat AI-generated child sexual abuse material (CSAM) and non-consensual explicit imagery, by:
 - Supporting union education on AI-facilitated sexual violence as a workplace health and safety issue;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Affirming that technological innovation must never come at the expense of human dignity or bodily autonomy;
- Advocating for federal legislation criminalizing AI-generated CSAM and non-consensual explicit imagery; and
- Demanding regulatory oversight, transparency, and liability for technology companies.

6. Composite Resolution: Trade

The Committee recommends concurrence in the following composite resolution, covering resolutions: ESP-047, ESP-054, ESP-059, ESP-060, ESP-065, and ESP-077.

Working with affiliate unions, provincial and territorial federations of labour, and allies, the CLC will:

- Lobby the federal government to remove investor-state dispute settlement (ISDS) provisions from existing trade deals, and resist their implementation in future trade deals;
- Actively oppose any renewal of the CUSMA or other trade deals that would undermine Canadian sovereignty and independence;
- During the review of CUSMA:
 - Demand the federal government include organized labour in its consultations on the CUSMA review demanding the federal government prioritize and protect domestic control over sectors essential to Canada's industrial economy, including steel, aluminum, and broader manufacturing while seeking a long-term resolution to the softwood lumber dispute;
 - Advocate to the federal government for stronger trade-enforcement measures, making steel Tariff Rate Quotas (TRQ) permanent, transparent and regularly reviewed, a robust melt-and-pour rule with strict certification and meaningful surtaxes, and expanded staffing and resources for the Canada Border Services Agency's (CBSA's) steel enforcement and compliance team; and
 - Continue to advocate for the improvements to the Rapid Response

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

Mechanism in any review or renegotiation of the CUSMA.

- Urge the Canadian Government to extend support and financial resources for the Mexico Labour Solidarity Project to work with and support democratic unions for the implementation of ongoing reforms to Mexican labour law, and on common areas of concern;
- Provide educational and informational resources that expose the pro-corporate, pro-United States policies of the Carney government;
- Support the Trade Justice Network (TJN) and other labour and social movement organizations working toward trade justice; and
- Proactively-build relationships with Indigenous communities, environmental groups, affiliated and non-affiliated unions, and affected communities to promote mutual solidarity against harmful deregulation in interprovincial and international trade deals.

7. Composite Resolution: Employment Insurance

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-028, ESP-039, and ESP-070.

Working with affiliates and allies, the CLC will:

- Lobby and call on the federal government to reform EI, by:
 - Eliminating the one-week waiting period;
 - Promoting awareness of the need to eliminate the 50-week cap on combined regular and special benefits that disproportionately penalizes women who are laid-off while on maternity or parental leave, in conjunction with efforts to promote fully-funded national child care to assist women's safe and sustainable return to work;
 - Permanently eliminating the clawback of EI benefits due to severance payments;
 - Establishing a 360-hour national entrance requirement;
 - Ensuring regional adjustments are based on regional unemployment rates;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Increasing the benefit rate to 60% and eventually 65% (and 85% for low-income earners) and calculate benefits based on the best 12 weeks of earnings in the reference period;
- Increasing the benefit period to 65 weeks for all workers; and
- Working to ensure EI benefits continue to flow to laid-off workers for retraining and professional development, alongside financial support for all workers for reskilling and retraining, with greater incentives for workers in the care economy.

8. Resolution ESP-076: Closing the Gender Wage Gap

The Committee recommends concurrence.

The CLC will lobby the federal government for immediate action on comprehensive laws, policies, and programs that support women's economic equality, including:

- Demanding enforcement of proactive pay equity legislation and regulations;
- Pressing for adequate funding for accessible public child care with workers paid living wages;
- Increasing access to improved maternity and parental benefits; and
- Promoting and enforcing employment equity and respecting trade union rights.

9. Composite Resolution: Migrant Workers' Rights

The Committee recommends concurrence in the following composite resolution, covering resolutions: ESP-013, ESP-014, ESP-015, ESP-016, ESP-017, ESP-018, ESP-020, ESP-040, ESP-044, ESP-045, ESP-053, and ESP-071.

Working with its provincial and territorial affiliates, the CLC will:

- Commit to strengthening labour and immigration protections so that all workers in Canada enjoy full rights, security, and the ability to organize without fear;
- Publicly oppose policies and practices that exploit migrant and

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

undocumented workers or deny them basic labour and human rights;

- Reject increased border militarization and mass deportations;
- Demand the abolition of closed work permits and the granting of open permits guaranteeing the freedom to change employers, regions or economic sectors;
- Demand that governments focus on workers' rights in their approach to immigration planning, promote permanent immigration when needs are permanent and reduce reliance on temporary foreign worker programs;
- Demand full access to social security programs for migrant workers, the implementation of programs to inform them of their rights prior to arrival, and an effective system of inspection and sanctions, including a ban on the use of temporary workers for non-compliant employers, decent accommodation standards, language learning programs offered and paid for in the workplace, and the obligation to translate work-related documents;
- Encourage its affiliates to establish mechanisms, like the development of accessible information tools, including document translation, multilingual information sessions, and training on the realities of migrant workers;
- Encourage its affiliates to promote the direct participation of migrant workers in unions and to strengthen solidarity with non-unionized migrant workers;
- Demand that national unions be involved in the management of bilateral agreements, including the Seasonal Agricultural Worker Program, as worker representatives to ensure a just and equitable food production system;
- Demand that any use of a temporary worker program be conditional on union approval of compliance with the collective agreement and transparency on the part of the employer;
- Advocate for permanent resident status on arrival for migrant workers and an end to employer-tied and closed work permits;
- Call for the creation of a public recruitment and placement agency and a ban on charging workers fees for their recruitment or relocation;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Demand that the federal government ratify the United Nations International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families and the International Labour Organization Migration for Employment Convention (No. 97); and
- Lobby the government to strengthen migrant worker rights, improve immigration processes and transparency, and ensure a just and equitable food production system.

10. Composite Resolution: Fair Taxation

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-019, ESP-026, and ESP-038.

Working with affiliates and allies, the CLC will continue to push for greater tax fairness, including:

- Coordinating a campaign to denounce the harms of tax evasion and the schemes, laws and regulations that facilitate tax evasion at all levels of government by:
 - Reminding everyone, including businesses, of their duty to contribute fairly to the financing of public services;
- Calling on federal and provincial governments to take the following actions to make the tax system fairer by:
 - Closing tax loopholes and reversing the income tax cuts that have disproportionately benefited the wealthy and large corporations;
 - Introducing a wealth tax on the super-rich and a tax on excessive profits to deal with price gouging and wage suppression by corporations; and
 - Committing the resources and tools required to deal with tax avoidance by the wealthy and large corporations.
- Lobbying the federal government to create a tiered wealth tax to begin at a net worth of \$10 million.

WE BUILD WE CARE WE FIGHT

11. Resolution ESP-022: Precarious Work

The Committee recommends concurrence.

The CLC will:

- Call on the Government of Canada to enact legislation that increases protections and support for workers in temporary and precarious work;
- Increase efforts to organize temporary and precarious workers and contribute to enforcing their right to join a union; and
- Establish a working group focused on supporting temporary and precarious workers.

12. Composite Resolution: Affordability

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-030, ESP-043, and ESP-052.

Working with affiliates and allies, the CLC will:

- Lobby government to develop real solutions to the affordability crisis that will benefit working families;
- Lobby, advocate, and campaign in coordination with unions (affiliated and non-affiliated), social movements, and other workers' organizations to raise the minimum wage to at least \$25 per hour (the estimated living wage in most cities in Canada) in every jurisdiction; and
- Lobby the government to call for lowered insurance rates and centralised government insurance for homeowners and renters.

13. Composite Resolution: Pensions

The Committee recommends concurrence in the following composite resolution, covering resolutions ESP-025, ESP-072, ESP-073, ESP-074, and ESP-093.

Working with affiliates and allies, the CLC will:

- Pressure the federal government to maintain and improve public pension and retirement security programs, including:

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Expanding the Canada Pension Plan (CPP) and Quebec Pension Plan (QPP) to increase the income replacement rate target from 33.3% to 50% of pensionable earnings;
- Extending the 10% Old Age Security (OAS) enhancement to all eligible seniors aged 65 to 74 years of age;
- Enacting a permanent increase to the base Guaranteed Income Supplement (GIS) rate for low-income seniors, while proposing a reform of the GIS earnings exemption to ensure low-income seniors are not penalized for supplemental earnings; and
- Demanding an increase in the death benefit granted by the CPP and QPP to \$4,600, that this amount be indexed annually to the Consumer Price Index, and that it no longer be taxable.
- Press for amendments to the Bankruptcy and Insolvency Act (BIA) and Companies' Creditors Arrangements Act (CCAA), including to:
 - Extend super-priority status to severance, termination pay, and unfunded retiree health and disability benefits;
 - Widen the ban on public post-secondary education institutions using the CCAA and the BIA to all institutions in the broader public sector, including municipalities;
 - Close loopholes that allow banks and employers to launch constitutional challenges against provincial pension protections; and
 - Mandate the Office of the Superintendent of Bankruptcy (OSB) to collect and publish annual data on employee loss and recovery rates.
- Work to prevent employers from unilaterally winding up defined-benefit plans before Bill C-228 comes fully into force in 2027; and
- Support affiliates in their work to protect and improve workplace pensions.

14. Resolution ESP-005: First Nations Public Utility Projects

The Committee recommends concurrence.

The CLC will create a national campaign calling for:

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Federal infrastructure funding for new electricity projects to be limited to projects that are co-owned by First Nations and publicly owned provincial or territorial electricity utilities, and exclude funding for privately-owned electricity generation, transmission, storage, and grid infrastructure projects;
- Reforms that enable and expand First Nations public utility co-ownership models; and
- Ending public dollars that support private electricity generation or privatization by stealth.

15. Resolution ESP-099: Establishing a National Secretariat or Minister for Education

The Committee recommends concurrence.

The CLC will:

- Call on the federal government to establish a National Secretariat or Minister for Education; and that this body be developed in partnership with education unions, Indigenous organizations, and community stakeholders; and
- Launch a national campaign supporting strong, equitable, publicly funded education across Canada.

16. Resolution ESP-092: Union-Busting by Amazon and other Multinational Companies

The Committee recommends concurrence.

The CLC will lobby the government for legislation that would prohibit multinational companies from closing shop in order to usurp workers' rights to organize and bar them from commerce in that province/jurisdiction if they do.

WE BUILD WE CARE WE FIGHT

17. Resolution ESP-095: National Seniors Strategy

The Committee recommends concurrence.

The CLC will:

- a) Lobby the Canadian government for a National Seniors Strategy to help older adults live healthy, safe, and happy lives; and
- b) Call on the federal government to work closely with provinces, cities, and community organizations to create and put this plan into action.

18. Resolution ESP-087: Misuse of Casual and Student Workers

The Committee recommends concurrence.

Working in collaboration with provincial and territorial federations of labour and affiliates, the CLC will lobby federal, provincial, and territorial governments to:

- a) End the use of casual and student workers to replace or displace bargaining unit work;
- b) Stop the abuse of term employment to avoid creating indeterminate positions;
- c) Ensure student employment programs are limited to genuine learning opportunities; and
- d) Protect public service jobs by staffing ongoing work with properly classified, unionized jobs.

19. Resolution ESP-098: National Commercial Agreement Lockout

The Committee recommends concurrence.

Working with the Ontario Federation of Labour, the CLC will:

- a) Support enforcement of the ACTRA-ICA collective agreement;
- b) Advocate for Status of the Artist protections;
- c) Urge public and private sectors to contract union labour exclusively; and
- d) Demand that Ontario's advertising agencies employ union performers only, reinforcing fair pay, safe work, and the integrity of Canadian culture.

WE BUILD WE CARE WE FIGHT

20. Resolution ESP-056: Air Passenger Protection Regulations

The Committee recommends concurrence.

THE CLC WILL support improvements to the Air Passenger Protection Regulations (APPR) to better protect passengers by:

- a) Reforming the Canadian Transportation Agency tribunal to be a fully-independent, expedient forum for arbitrating disputes and claims under the APPR;
- b) Requiring all payments awarded through settlements or arbitration of passenger disputes to be in Canadian dollars, and prohibiting the offering of travel points or other scrip as compensation by airlines;
- c) Removing exceptions and leniencies for “small” carriers; and
- d) Removing ambiguity and all other loopholes in the APPR as identified by airline workers’ unions and passenger advocacy groups.

21. Resolution ESP-091: Softwood Lumber Industry

The Committee recommends concurrence.

The CLC will:

- a) Demand the federal government put the softwood lumber industry under public ownership and democratic control with Indigenous participation;
- b) Call on the government to use industrial planning, not market forces, to maintain regional employment and to protect incomes of displaced workers
- c) Develop educational resources for affiliates to educate their members on nationalization and help develop local campaigns that call for nationalization of key industries; and
- d) Work with others in the labour movement to study the viability of a nationalized softwood lumber industry with an expanded secondary value-added manufacturing and rebuilt domestic supply chains.

WE BUILD WE CARE WE FIGHT

22. Resolution ESP-009: Trade That Puts Workers First

The Committee recommends concurrence.

The CLC will:

- a) Call for Canada to get out of corporate trade deals like the USMCA and to pursue mutually beneficial trade policies with the world, based on full employment, respect for Indigenous rights and environmental protection; and
- b) Engage affiliates, provincial federations and labour councils in a cross-country campaign to mobilize all workers in the struggle for trade policies that truly put workers first.

23. Resolution ESP-008: Campaign for a Workers' Bill of Rights

The Committee recommends concurrence with the following amended resolution.

The CLC will:

- a) Develop and resource a campaign to enshrine a Workers' Bill of Rights
- b) Ensure that this Bill of Rights includes:
 - i. A fundamental and irrevocable right to strike for all workers;
 - ii. A ban on the use of scabs during a strike;
 - iii. A return to a model of "card-check" certification for all union organizing campaigns;
 - iv. Extend equal rights to all workers—regardless of status, citizenship, or classification; and
 - v. Improvements to employment standards, health and safety, and workers' compensation.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

24. Resolution ESP-094: Resisting Back-to-Work Orders

The Committee recommends non-concurrence.

Let it be resolved that the CLC develop an action plan amongst unions, affiliated and non-affiliated to resist this offensive;

Be it further resolved that this plan prioritizes coordinating a general strike in response to any further attack on labour rights and the right to strike.

25. Resolution ESP-029: Marketing Opportunities for Canadian Workers in Other Countries

The Committee recommends non-concurrence.

The CLC will lobby the federal government to market foreign worker programs in countries other than Canada to the Canadian public.

Resolutions Covered by Action Plans

Resolution ESP-010: Trade Disputes and Job Protection

This resolution is covered by the **We Build the Future** Action Plan:

- That the CLC and its affiliates will strongly denounce these trade measures and demand that the Canadian government actively defend the workers affected.
- That the CLC will call for the implementation of support programs to facilitate economic transition, professional retraining, job retention and regional diversification.
- That the CLC will strengthen collaboration between North American unions to promote trade based on social justice, ecological transition and respect for workers' rights.

Resolution ESP-011: Support for Manufacturing Jobs

This resolution is covered by the **We Build the Future** Action Plan:

- That the CLC will lobby the federal government to implement a resilient and

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

sustainable industrial policy aimed at supporting manufacturing jobs, strengthening local processing, securing supply chains and mobilizing public levers to meet collective needs and sustainable development objectives.

- That the CLC will support its affiliates in their efforts to lobby elected officials to defend and develop the manufacturing sector.

Resolution ESP-033: Public Investment for High-Quality Care and Care Workers

The following resolution is covered by the **We Care for All** Action Plan:

The CLC will:

- Pressure the federal government for funding tied to national standards.
- Raise awareness about the value of care—paid and unpaid—to the well-being of women, families, communities, the economy, and social justice.
- Pressure governments to address the unequal gender distribution of paid and unpaid care work.
- Advocate for fair compensation and decent work, including better working conditions and improved job security, for care workers.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

Report of the General Resolutions Committee

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

1. Composite Resolution: Public Service Cuts

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-003, GEN-071, GEN-105, and GEN-117.

The CLC will call on the federal government to reverse the damaging public sector layoffs that have taken place since the federal budget was released, and work with affiliates to campaign on calling for a comprehensive review of executive and senior management positions and compensation to make sure they are appropriate and not excessive with respect to the makeup of the front-line workforce. The campaign will also call on the federal government to identify gaps in union representation and provide an unimpeded and clear avenue for those workers to join a union.

The CLC will urge the federal government to:

- halt cuts to public services;
- end workforce adjustment and layoffs;
- protect and strengthen public service jobs;
- ensure public services are properly resourced so workers can deliver the high quality services that people in Canada expect and deserve;
- adopt and enforce strong policies to buy Canadian products and services across all federal procurement, infrastructure, and government programs;
- prioritize Canadian-made products, Canadian services, and unionized workplaces;
- strengthen rules that require Canadian content and improve transparency in federal purchasing; and
- ensure trade agreements are not used to undermine workers, public services, or Canada's industrial capacity.

2. Composite Resolution: Indigenous Justice

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-005, GEN-009, GEN-024, GEN-026, GEN-033, GEN-035, GEN-042, GEN-045, GEN-046, GEN-073, GEN-079, GEN-108, and GEN-110.

The CLC will:

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Demand that the Canadian government commit to completing or having concrete, fully funded plans of action on the remaining 79 Calls to Action in this, the tenth anniversary of their release;
- Demand that the federal, provincial and territorial governments prioritize implementing the TRC's calls to action on health, and work with unions to combat Indigenous-specific racism in health care;
- Develop and provide resources regarding the labour movement's role in, and commitment to, reconciliation for use by affiliates.

The CLC will lobby for the implementation of the 231 calls to justice:

- Dedicate resources to campaigning for the implementation of the 231 calls for justice;
- Support and donate to Indigenous campaigns that do work that aligns with completing the 231 calls for justice;
- Call on the federal government to follow through on the Truth and Reconciliation Commission's 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";
- Lobby the federal government to provide permanent funding for Jordan's Principle and the Inuit Child First Initiative; create a permanent funding program for Métis children; implement the Truth and Reconciliation Commission's Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls' Calls for Justice;
- Continue to work with Indigenous organizations to support their initiatives;
- Support Indigenous-led training and education opportunities for Indigenous workers' career development;
- Support anti-racism training for allies;
- Advocate to the federal government for the creation of a "Red Dress Alert", patterned on the model of the Amber Alert to alert the public, and mobilize emergency services in the event that Indigenous women, girls, and

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

gender-diverse individuals are reported missing, abducted or at similar risk of harm;

- Initiate a campaign in cooperation with Federations of Labour and Indigenous communities that will include letter writing, along with engaging rank and file workers to establish the “Red Dress Alert”;
- Call on the federal government to adopt a clear, time-bound plan to fully implement the remaining TRC Calls to Action;
- Advocate for sustained funding and legislative reform related to child welfare, education, health care, justice, and Indigenous languages and cultures;
- Support Indigenous-led organizations and communities advancing reconciliation grounded in self-determination;
- Hold governments publicly accountable for failures to implement the TRC’s recommendations;
- Call on the federal government to counter residential school denialism, including through public education, clear policy guidance for federally regulated workplaces, and support for Indigenous-led truth and reconciliation efforts;
- Publicly affirm its commitment to reconciliation and confronting anti-Indigenous racism; Advocate for mandatory, Indigenous-led anti-racism and cultural safety training in federally regulated workplaces;
- Work in partnership with Indigenous organizations and leaders to advance policies that uphold Indigenous rights;
- Lobby the federal government, in support of truth and reconciliation and the full implementation of the National Day for Truth and Reconciliation, to: affirm and support truth and reconciliation in education, including recognizing the work of teachers and education workers to ensure the day is meaningful, continuous, and grounded in Indigenous perspectives; actively call out, refute, and oppose residential school denialism in all its forms; uphold the ethical portrayal and use of the orange shirt, including supporting not-for-profit and non-commercial use, with any profits or proceeds directed

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

to residential school survivors, Indigenous communities, or Indigenous youth initiatives;

- Lobby the government to adequately fund 7 days/week, 6 times/day, reliable public transportation along Highway 16, known as the Highway of Tears, and ensure transportation offerings meet the needs of all communities surrounding Highway 16 regardless of financial status and personal identity traits protected under human rights legislation;
- Call on the Government of Canada, in partnership with provinces and territories, to implement the MMIWG Calls for Justice related to transportation by ensuring safe, reliable, and accessible public transit options for Indigenous communities;
- Call on all levels of government to increase funding for improving access to digital services (including cellular) along Highway 16, pressure telecommunication companies to provide viable solutions to the lack of services, and implement changes that ensure access to consistent and reliable digital services along Highway 16;
- Affirm that behaviour which undermines the dignity of any individual or creates an intimidating, hostile, or offensive environment is incompatible with the labour movement and weakens our collective capacity to advance workers' rights and the security and welfare of all Canadians; and
- Call on the Government of Canada to address misinformation that denies or distorts the history and harms of the Indian Residential School system, which retraumatizes Survivors, fuels anti-Indigenous hate, and undermines the Truth and Reconciliation Commission's Calls to Action. This includes urging the federal government to exercise its authority under the Criminal Code by supporting and advancing Bill C-254, introduced by MP Leah Gazan on October 31, 2025, and ensuring adequate resources for Survivor-led public education and community-based responses to residential school denialism.

3. Composite Resolution: Supporting Safer Work

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-066, GEN-098, and GEN-118.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

The CLC will:

- Lobby the Government to provide adequate resources for workplace health and safety program and ensure health and safety Committees and representatives have the time, training, and support they need;
- Strengthen enforcement and compliance with health and safety laws, including that psychological harassment to be added to the definition of workplace harassment in all jurisdictions in Canada;
- Urge the Government of Canada to amend the Canada Labour Code, Part II to require mandatory certification for worker and management representatives serving on WHSC;
- That number of certified worker representatives increase in proportion to workforce, with a minimum of two certified worker members in workplaces with 50–199 employees, three in workplaces 200–499 employees, and four in workplaces 500–1,000 employees;
- Further support safer work through supporting the USW Stop the Killing – Enforce the Law campaign including:
 - Sufficiently resourced education, training and direction for police and Crown attorneys to enforce Westray amendments;
 - mandatory training for police and health and safety regulators to understand application of Westray amendments;
 - mandatory procedures and protocols in every jurisdiction for police, crown prosecutors and health and safety regulators;
 - dedicated prosecutors in each jurisdiction, given the responsibility for health and safety fatalities; and
 - coordination among regulators, police and Crowns to ensure health and safety regulators are trained to contact police when criminal charges could be warranted.

WE BUILD WE CARE WE FIGHT

4. Composite Resolution: Anti-Hate and Anti-Fascism

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-038, GEN-063, GEN-064, and GEN-085.

The CLC will:

- Consult with affiliates and stakeholders in affected communities about the best ways to fight back against right-wing, fascist ideas so that they don't end up dividing workers;
- Work with interested partners both in the union movement and in social movements to support and build solidarity against fascism and austerity, which are two sides of the same coin;
- Support affiliates in defending public services and protecting labour rights, human rights, and environmental sustainability;
- 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, create a vocal opposition to blatant public racism, Islamophobia and anti-Semitism, anti-refugee rhetoric, and against far-right fringe leaders of groups such as Canada Proud, which are manipulating anxieties, concerns and hardships to create deeply troubling divisions in society;
- Create an action plan to develop an anti-hate campaign, including a solidarity-focused workshop and training resources to strengthen the capacity of labour unions to identify and counter hate tactics, mis/disinformation in the workplace and society;
- Advocate against the misappropriate use of the Notwithstanding Clause in targeting 2SLGBTQIA+ people and their health care;
- Campaign to tackle mis/disinformation about 2SLGBTQIA+ people and gender affirming care; and

WE BUILD WE CARE WE FIGHT

- Oppose the use of the Notwithstanding Clause to protect or advance anti-trans or otherwise discriminatory legislation in Canada and advocate for the full protection of charter rights for 2SLGBTQIA+ people.

5. Resolution GEN-134: Palestinian Solidarity

The Committee recommends concurrence.

The CLC condemns the on-going genocide in Gaza and the West Bank and the global rise of anti-Palestinian racism and antisemitism.

The CLC calls on the Canadian government to:

- Demand immediate humanitarian access to UN and recognized organizations to provide emergency food, shelter and medical aid;
- Support a two-way arms embargo;
- Impose targeted sanctions on individuals for violations of international law and human rights;
- Condemn West Bank militarization and Israeli settlement expansion;
- Suspend the Canada-Israel Free Trade Agreement (CIFTA) and prohibit trade with illegal Israeli settlements; and
- Support civil society initiatives against antisemitism and anti-Palestinian hate in Canada and internationally.

Work with the international community towards:

- a permanent ceasefire in Gaza;
- the immediate release of Israeli hostages' remains;
- supporting a negotiated two-state solution;
- reopening the Israeli labour market to Palestinian workers and the payment of back wages; and
- Palestinian inclusion in projects to rebuild Gaza.

WE BUILD WE CARE WE FIGHT

6. Composite Resolution: Health Care Workers

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-023, GEN-057, GEN-068, GEN-070, GEN-072, and GEN-074.

The CLC will:

- Call for a coordinated pan-Canadian Health Human Resources strategy with long-term funding and federal leadership;
- Call for national collection of workforce data covering all health care professions;
- Advocate for targeted retention initiatives and strong recruitment strategies, including improved and fair wages, benefits, working conditions, and workload management and mental-health supports;
- Oppose harmful for-profit agency staffing models, which increase shortages in public health care and cause unsustainable cost increases, and demand that all levels of government address staffing shortages by immediately phasing out and wherever possible eliminate the use of for-profit staffing agencies in health care and invest in the public health care system;
- Lobby federal and provincial governments to increase the number of seats in postsecondary health care education programs to build a sustainable public-sector workforce and support expansion of public education pathways, tuition-relief, paid placements, mentoring, laddering, and recognition of ethically-recruited internationally educated professionals;
- Lobby the provincial government to:
 - Stop the practice of mandating nurses to work overtime;
 - Introducing regulations governing work hours that set restrictions on the number of consecutive work hours, successive work shifts and minimum periods for recovery between shifts; and
 - Mandating the use of comprehensive fatigue-management programs.
- Urge the Government of Canada to use conditional health funding agreements to require provinces and territories to

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

include minimum nurse-patient ratios in health human resources (HHR) strategies;

- Keep healthcare workers safe by calling for the implementation of comprehensive pandemic preparedness measures to safeguard health care workers and the public, including:
 - Ensuring a secure stockpile of PPE, medical supplies and essential medications, with transparency on mandatory reporting requirements to the public;
 - Establishing clear and enforceable guidelines, rooted in the precautionary principle, to protect health care workers;
 - Investing in public health surveillance and early-warning systems to detect and respond rapidly to infectious disease threats; and
 - Investing in domestic production of PPE to reduce reliance on foreign procurement.

7. Composite Resolution: Transit

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-007, GEN-010, GEN-011, GEN-012, and GEN-021.

- That the Government of Canada establish a permanent, predictable, and dedicated National Transit Operating Fund to support the ongoing operation of public transit systems across Canada, focussed on an equity-based approach to public transit funding and planning that prioritizes frequency, affordability, and access for underserved communities;
- That the Government of Canada require all federally funded transit systems to remain publicly owned, publicly operated, and staffed by unionized workers;
- That this funding includes national training and workforce transition programs to protect transit jobs and ensure workers lead the transition to cleaner public transit system;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- That public transit served the needs of female and male workers, and the general population;
- That the CLC to intensify its political actions to pressure governments and municipalities to defend public transit as an essential public service; and
- That the CLC to denounce the underfunding of the sector and promote structural investments to ensure the sustainability, accessibility and quality of public transit for the benefit of workers and the population.

8. Resolution GEN-089: Child Care

The Committee recommends concurrence.

The CLC will:

- Advocate for public and non-profit expansion in child care;
- Support capping private, for-profit expansion in child care; and
- Fight for significant increases to federal funding to expand publicly delivered child care.

9. Resolution GEN-096: Worker Involvement in Sustainable Jobs Action Plans

The Committee recommends concurrence.

THEREFORE, BE IT RESOLVED that the CLC will demand that unions will be formally included to develop and review sustainable jobs action plans; and

The CLC will demand that unions will be included as a social partner in sustainable jobs negotiations from the local to the international levels;

And the CLC will demand that sustainable jobs plans ensure the protection and expansion of jobs in the industrial and resource sectors, including the nuclear sector.

10. Composite Resolution: Gender Equity and Rights in Health Care

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-018, GEN-044, GEN-052, GEN-075, GEN-083, GEN-100, and GEN-131.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

The CLC will:

- Raise awareness and apply pressure on the federal government to address inequities in women's and girl's health programs as a public health and equity priority;
- Advocate for policies that recognize reproductive health conditions, including PCOS and endometriosis, and prohibit academic or workplace penalties for medically necessary absences, ensuring equitable accommodations and protections;
- Will work with its affiliates develop and endorse a campaign to raise awareness of the need for paid menstruation and menopause leave and encourage affiliated unions to negotiate hormonal health leave in their collective agreements;
- Lobby the federal, provincial and territorial governments provide sustained funding for gender-affirming health care services, including specialized training for health care providers to deliver competent and affirming care, and that they firmly oppose all policies and rhetoric that threaten health care rights of any individuals;
- Lobby the federal government to:
 - Work with provinces, territories and Indigenous partners to eliminate systemic barriers and ensure equitable access to care for all women;
 - Increase funding for women's health, including trans women's gender affirming care;
 - Increase funding and access to, and remedy the lack of availability for abortion services, ensuring timely and equitable reproductive health care for all and address the lack of funding for administration for abortion services;
 - Fund and guarantee free access to menstrual supplies for all menstruating individuals, eliminating period poverty and related health inequities, and legislate paid menstruation and menopause leave;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Add paid leave for hormonal health issues, including menstruation, menopause, and gynecological disorders, in workplaces under federal jurisdiction;
- Invest in research and data collection on women's health condition and develop an information portal on sexual and reproductive health rights; and
- Ensure its work around poverty reduction includes an intersectional approach.
- Reaffirm its clear and unequivocal position as pro-choice and continue its push for funding for reproductive health care and advocacy for pan-Canadian equal access to fully funded abortion services for women, trans and nonbinary persons;
- Strengthen the pro-choice movement in Canada by supporting reproductive health care including the full range of family planning, sexual and reproductive health options; and
- Support making the Sexual and Reproductive Health Fund permanent and require that these federal transfers are only used for reproductive health purposes.

11. Composite Resolution: Housing

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-034, GEN-036, and GEN-090.

The CLC will:

- Press the federal government to change its housing strategy to meet the needs of low and middle-income Canadians by:
 - Increasing the supply of affordable housing, including deeply affordable non-market units and housing to meet the specific housing needs of seniors and youth;
 - Focus on building non-market housing, including supportive, public, and co-op housing;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Ensuring that housing built with public funds conforms to the principles of universal design;
 - Increase transfer payments to fund the public services that prevent people from experiencing homelessness, including raising social assistance rates;
 - Removing tax incentives that encourage real estate speculation and profiteering; and
 - Encouraging provincial and territorial governments to adopt rent control and vacancy control policies.
- Lobby the federal government to implement the National Housing Strategy in consultation with communities that includes a variety of housing options to address the diverse and equitable needs of our communities;
 - Initiate a campaign in cooperation with Federations of Labour and Indigenous communities that will include letter writing, engaging rank and file workers to restructure public housing under a model that is transparent and accountable to the public;
 - Work with affiliates, federations of labour, labour councils and allies to lobby federal, provincial, territorial and municipals governments for housing that is affordable for working class people by challenging the financialization of housing, calling for increased social housing and pushing for strong tenant protections;
 - Ensure all social housing is well-maintained, geared to income, and to meet the diverse needs and abilities of the occupants;
 - Continue advocating for practical and effective policy solutions to decrease the cost of housing for renters and mortgage holders;
 - Develop and coordinate research and materials about housing issues encountered by union members; and
 - Establish a CLC Committee on housing that holds regular meetings amongst affiliates to share relevant research, develop positions on housing issues and share updates.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

12. Resolution GEN-103: Support for injured workers

The Committee recommends concurrence.

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.

13. Composite Resolution: Protecting Canada Post and Postal Workers

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-002 and GEN-015.

The CLC will:

- Take a firm stand against the announced cuts to Canada Post and call on the federal government to abandon them entirely;
- Call for a public review of Canada Post's mandate and commit to filing a brief if necessary; and
- Endorse the Canadian Union of Postal Workers Delivering Community Power Campaign and call on the Federal Government and Canada Post to work collaboratively with CUPW to implement the services outlined therein.

14. Resolution GEN-054: Addictions mental health/drug crisis

The Committee recommends concurrence.

The CLC will:

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Lobby all levels of government to ensure well-funded public access to addictions and mental health services are immediately available and involve a trauma-informed perspective.
- Lobby the federal government to develop a National Action Plan to facilitate a coordinated approach to the overdose crisis.
- Lobby all levels of government to provide funding for publicly funded medically assisted safe consumption sites as part of the public health care system, recognizing that harm reduction is a pathway to recovery.

15. Resolution GEN-004: Supporting Journalism

The Committee recommends concurrence.

The CLC will call on the federal government to close tax loopholes in advertising that disadvantage Canadian media outlets and to investigate, with the goal of implementing; opportunities to increase funding sources for local journalism including, but not limited to, direct government investment, changing tax rules, and incentivizing Canadians through tax credits to support local news.

The CLC will also call for the creation of legislation aimed at protecting independent journalism outlets from being targeted by bogus lawsuits.

16. Resolution GEN-049: OHS for Wildland Firefighters

The Committee recommends concurrence.

The CLC will advocate for a national wildfire workforce strategy that recognizes wildfire fighters as high-risk public safety workers and establishes pan-Canadian minimum standards for occupational health and safety, presumptive cancer and mental health coverage, competency-based training, and interprovincial credential recognition;

The CLC will lobby the federal government to formally recognize wildfire smoke exposure as a chronic occupational hazard and to amend the National Occupation Classification (NOC) to accurately reflect the hazardous, skilled, and emergency-response nature of wildfire fighting work; and

WE BUILD WE CARE WE FIGHT

The CLC will further advocate that federal wildfire and disaster funding support stable, unionized public sector wildfire jobs.

17. Composite Resolution: Canada Health Act

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-056 and GEN-086.

The CLC will:

- Support national standards to ensure equitable access to high-quality public care across Canada;
- Call for pharmacare, dental care, mental health, long-term care, and all publicly funded care to be brought under the *Canada Health Act*;
- Oppose for-profit health care, including legislation or programs violating the *Canada Health Act*;
- Work with allies to oppose privatization and highlight the benefits of publicly delivered care;
- Demand the federal government to guarantee that federal transfers go to publicly delivered care and increase federal transfers to 35% of health care costs, targeting a rise to 50%.
- Advocate for the federal government to enforce the *Canada Health Act* by:
 - Continuing to ensure that patients do not pay any fees for services covered under the *Canada Health Act*;
 - Prohibiting “upsell” fees for care associated with medical services covered under the *Canada Health Act*;
 - Investing in monitoring capacity to conduct adequate oversight of private facilities, so that they are excluded from public health care payments when they contravene the *Canada Health Act*;
 - Ensuring that no province can create a private insurance system to pay private facilities for services covered under the *Canada Health Act*; and
 - Penalizing violations of the *Canada Health Act*.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

18. Resolution GEN-135: US Aggression

The Committee recommends concurrence.

Call on the Government of Canada to:

- Condemn Donald Trump's violent policies at home and abroad;
- Stand in solidarity with labour partners globally in the fight against U.S. aggression and in promotion of social dialogue and the fundamental rights of workers.

Call on Government of Canada to:

- Affirm our responsibility to defend multilateralism, international law, and the principles of sovereignty, territorial integrity, and self-determination;
- Play a leadership role internationally by working with allies to strengthen multilateral institutions, uphold international law, and promote peaceful diplomatic solutions to global conflicts;
- Safeguard Canadian communities by strengthening public services, infrastructure, and social protections as essential components of national resilience;
- Respond to U.S.-driven trade instability by defending a rules-based trading system, resisting arbitrary and punitive tariffs; and
- Use public investment and procurement to support good, unionized jobs and ensure that economic development strengthens Canadian communities.

19. Resolution GEN-107: Employment Equity

The Committee recommends concurrence.

The CLC will:

- Develop campaign materials and with affiliates lobby the federal government to implement the recommendations from the Employment Equity Act Review Task Force.
- Develop campaign materials and with affiliates lobby provincial and territorial governments to implement similar legislation.

WE BUILD WE CARE WE FIGHT

20. Composite Resolution: Corporate Accountability (in supply chains)

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-017, GEN-082, GEN-101, and GEN-102.

The CLC will:

- Urge the Canadian government to adopt mandatory human rights and environmental due diligence (mHREDD) legislation that would require companies, including but not limited to food producers, processors, distributors, and retailers operating in Canada to identify, prevent and remedy all human rights abuses and environmental harms in their supply chains and ensure victims' access to justice in Canadian courts;
- Urge the Canadian government to ensure the Canadian Ombudsperson for Responsible Enterprise (CORE) is adequately staffed and empowered with the independence and legal powers needed to effectively investigate allegations of abuse by Canadian corporations and to demand accountability;
- Demand that the federal government adopt binding legislation on corporate due diligence to ensure respect for fundamental rights, protection of the environment, transparency in supply chains, and meaningful access to justice for affected communities;
- Call for strengthening the CORE's mandate, including binding investigative powers, institutional independence, effective remedies for victims, and the appointment of a permanent Ombudsperson with the necessary resources; and
- Continue to actively support initiatives in solidarity with workers' rights activists and independent trade unions in Bangladesh, who continue to face an uphill battle for their rights; actively campaign to pressure Canadian brands and retailers to pay living wages and respect workers' rights in their global supply chains.

21. Resolution GEN-080: Protections for Cannabis workers

The Committee recommends concurrence.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

THEREFORE BE IT RESOLVED that the Canadian Labour Congress advocate for enforceable legislation to protect cannabis retail workers, including a ban on working alone, mandatory controlled entry measures, standardized closing times, removal of window coverings, and required security systems with panic buttons; and

BE IT FURTHER RESOLVED that the CLC support affiliates through education, bargaining resources, and coordinated advocacy to protect cannabis workers' health and safety across Canada.

22. Resolution GEN-113: Supporting Palestine

The Committee recommends concurrence.

That the Government of Canada must:

- Demand immediate humanitarian access for UN and recognized organizations;
- Immediately impose a two-way arms embargo on Israel;
- Cancel the Canada-Israel Free Trade Agreement (CIFTA);
- End Canada's diplomatic and economic support for apartheid committed by Israel; and
- Support initiatives to address anti-Palestinian racism, Islamophobia and antisemitism in Canada.

23. Composite Resolution: Venezuela

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-092, GEN-124, and GEN-133.

The CLC will:

- Lobby the government and the Minister of Foreign Affairs to stop supporting this war on the peoples of Venezuela and the Caribbean and the violation of international law;
- Stands in firm solidarity with Venezuelan workers and their unions, and affirms Venezuela's sovereignty and right to chart its own political and economic future free from foreign interference;

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Condemns U.S. actions, sanctions, and acts of terrorism against Venezuela and calls for their immediate end; and
- Urges other labour bodies and unions to adopt similar positions and strengthen internationalist opposition to imperialism in all its forms.
- Lobby the Canadian government to:
 - unilaterally lift all economic sanctions against Venezuela;
 - normalize relations with Venezuela;
 - affirm its support for the 2014 declaration by the Community of Latin American and Caribbean States (CELAC) that proclaimed Latin America and the Caribbean as a Zone of Peace;
 - Establish direct ties to Venezuelan labour organizations advocating for Venezuela's sovereignty and its people's right to self-determination; and
 - Develop and carry out an educational campaign about US aggression against Venezuela, and about Canada's complicity in the US' actions.

24. Composite Resolution: Solidarity with Sudan

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-032 and GEN-091.

The CLC will:

- Highlight the worsening humanitarian crisis in Sudan;
- Amplify calls for a ceasefire so that humanitarian aid can be distributed;
- Pressure governments to provide aid to civilians at risk of starvation;
- Demand Canada halt arms exports to all countries arming all parties in Sudan, investigate arms brokers and Sudanese war criminals;
- Mobilize Labour Councils to build solidarity and join peace rallies; and
- Commit to labour solidarity with Sudanese unions and support humanitarian aid.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

25. Composite Resolution: Responses to Trump

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-001 and GEN-093.

The CLC will:

- Oppose Canada's participation in the Trump regime's "Golden Dome" defense system.
- Pressure the Government of Canada to:
 - Speak out against US military and economic aggression; and
 - Demand its compliance with international law, the UN Charter and the sovereignty of nations; and
- Work with its affiliates to call on the CPP and workplace/jointly-sponsored pension plans to disclose their investments in—and divest from—America's six largest weapons manufacturers (Lockheed, RXT, Northrop, Boeing, GD, L3Harris) and its largest military/surveillance contractor (Palantir).

26. Resolution GEN-040: Systemic Racism and Equity

The Committee recommends concurrence.

The CLC will:

- Lobby the federal government to implement the recommendations in the Report of the Employment Equity Act Review Task Force; give regular updates on the 2SLGBTQI+ Action Plan, the Disability Inclusion Action Plan, and the Anti-Racism Strategy 2024- 2028; implement the recommendations in the White Paper on the Status of Trans and Gender Diverse People.
- Continue to work with organizations led by people with disabilities to lobby the federal government to improve the Canada Disability Benefit.
- Research internal union practices to identify common barriers to equity in unions.

WE BUILD WE CARE WE FIGHT

27. Resolution GEN-031: Kurdish rights

The Committee recommends concurrence.

THE CLC WILL lobby the federal government to condemn the actions of both brutal regimes of Iran and Türkiye and send a letter to the Iranian and Turkish authorities condemning the actions by the Turkish government and Iranian state.

28. Resolution GEN-039: Iran

The Committee recommends concurrence.

The CLC will:

- Support workers, unions, human rights organizations, and Iranian people in their fight for Woman, Life, Freedom movement;
- Lobby the international organizations and federal government to expel Iran from International Labour Organization (ILO); and
- Support Iranian people in their struggle for freedom and prosperity against the Islamic regime of Iran.

29. Resolution GEN-037: Biodiversity

The Committee recommends concurrence.

The CLC will call upon the federal government to urgently proceed with legislation that enables legal and financial mechanisms for the protection of biodiversity, ecosystem health, and species at risk in Canada.

30. Resolution GEN-016: Cost of carbon as part of public procurement

The Committee recommends concurrence.

THAT THE CLC, in collaboration with its affiliates, lobby municipal, provincial and federal governments to ensure that the awarding of public contracts incorporates the social cost of carbon and environmental footprint in bids.

That these criteria become determining factors in calls for tenders in order to promote socially and environmentally responsible industrial practices.

WE BUILD WE CARE WE FIGHT

31. Resolution GEN-048: Commercial Vehicle Safety Officers as Public Safety Officers

The Committee recommends concurrence.

The CLC will advocate for national recognition of Commercial Vehicle Safety Enforcement (CVSE) officers as public safety workers engaged in high-risk roadside and enforcement duties; and

The CLC will lobby for pan-Canadian standards addressing roadside safety, staffing, protective equipment, competency-based training, presumptive mental health coverage, and early retirement eligibility for workers exposed to chronic traffic hazards, traumatic incidents, and shift-work fatigue.

32. Resolution GEN-060: Action to Support Palestine

The Committee recommends concurrence.

The CLC will:

- Lobby the Canadian government to call for an immediate ceasefire in Israel-Palestine and an end to Israel's blockade of Gaza, allowing the restoration of aid and basic necessities of life.
- Support the Palestinian people's right to self-determination and their demands to end Israel's military occupation and colonization.
- Work with unions and civil society to demand the Canadian government exert pressure on Israel to stop violations of international law and end building and expanding settlements in the Occupied Palestinian Territories.
- Uphold the right to free speech and advocate for human rights. Take a firm stand against the attacks on Palestinian solidarity and support union members who are being silenced, disciplined or terminated for advocating an end to Israeli apartheid.
- Take action in solidarity with unions and other organizations seeking a just and bipartite resolution to the longstanding conflict.
- Work with affiliates to support member and public education.

WE BUILD WE CARE WE FIGHT

33. Resolution GEN-022: Climate Hazards

The Committee recommends concurrence.

That CLC will lobby federal, provincial, and territorial governments to strengthen occupational health and safety regulations requiring employers to implement comprehensive programs and procedures to address extreme weather and climate-related hazards, in consultation with workers through Joint Health and Safety Committees and in consultation with Indigenous Peoples.

34. Resolution GEN-129: Human Rights Lobby Day

The Committee recommends concurrence.

The CLC will:

- Develop a Federal Human Rights Lobby Day on the implementation of the Employment Equity Review Act Taskforce Recommendations and workplace inequities such as human rights violations, impact of AI, return to office policies and the impact of these on equity-deserving workers and their workplace environments.
- Encourage affiliates to participate in Lobby Day actions and activities.

35. Resolution GEN-077: Sex Work

The Committee recommends concurrence.

The CLC will:

- Develop, disseminate educational materials for labour councils and affiliated unions on the importance of fully decriminalizing consensual adult sex work, grounded in labour rights, human rights, and harm reduction. These materials should be developed in consultation with sex worker-led organizations and used to support education, training, and anti-stigma initiatives across the labour movement.

WE BUILD WE CARE WE FIGHT

36. Composite Resolution: Anti-Racism

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-106 and GEN-127.

The CLC will:

- Establish a Racialized Workers Network that is guided by the representatives of the equity group;
- Develop and implement a clear, accessible communications strategy to support this network, share information, mobilize racialized workers, and promote antiracism across all affiliates;
- Allocate appropriate resources to ensure the sustainability and effectiveness of this network and communications strategy;
- Develop audit tools and reports, including surveys, in consultation with the CLC Human Rights Advisory Committee and Working Groups and encourage affiliates to use them;
- Also use the audit tools;
- Collect and analyse the information from the affiliates; and
- Issue a report with recommendations, including best practices, at the next CLC Convention.

37. Resolution GEN-126: Organizing

The Committee recommends concurrence.

The CLC will:

- Prioritize a coordinated approach to strengthening organizing and movement-building capacity, including the effective use of digital infrastructure and strategies;
- Identify and support best practices that advance democratic participation, large-scale organizing, and sustained worker engagement, in consultation with affiliates and international labour partners; and

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Report back to affiliates on organizing and digital capacity across the labour movement, opportunities for coordination, and recommended next steps.

38. Resolution GEN-043: Workplace Harassment and Violence

The Committee recommends concurrence.

The CLC will:

- Recognize image-based sexual abuse as sexual violence and workplace harassment/violence in every jurisdiction and sector, and develop model bargaining language and workplace policies;
- Lobby for federal reforms to explicitly prohibit the creation, distribution, and threats to distribute non-consensual sexual deepfakes; and create rapid, victim initiated takedown/de-indexing orders with meaningful penalties; and fund trauma-informed legal supports and paid leave protections for impacted workers.

39. Resolution GEN-121: Anti-Palestinian Racism

The Committee recommends concurrence.

The CLC will:

- Affirm that harassment and discrimination against Palestinians, anti-Palestinian racism, and the targeting of anti-war activists will not be tolerated within the CLC, our affiliated unions, workplaces, or communities; and
- Work with the Federations of Labour and affiliated unions to defend workers facing discrimination, disproportionate discipline, or wrongful dismissal as a result of anti-Palestinian racism or activism in support of Palestinian human rights.

40. Resolution GEN-097: Democracy Campaign

The Committee recommends concurrence.

The CLC will:

WE BUILD WE CARE WE FIGHT

- Launch a campaign articulating shared worker values including democracy, sovereignty, and international law.

41. Resolution GEN-019: Palestine Financial Accountability

The Committee recommends concurrence.

THAT THE CLC raise awareness among major public financial institutions about the impact of their investments on human rights and international law in Palestine.

THAT THE CLC call on the Canadian government to fulfill its commitments under the Arms Trade Treaty.

42. Resolution GEN-030: Workers' Rights Myanmar

The Committee recommends concurrence.

The CLC will start a campaign to expose the violation of workers' rights by the garment factories and big names in Myanmar.

43. Resolution GEN-120: Immigration approve for Jay Naidoo

The Committee recommends concurrence.

The CLC will:

- Demand Immigration approve Naidoo's permanent residency; and launch a people's inquiry into the abuse of Immigration Act s34(1)(f).

44. Resolution GEN-114: Health workers in conflict zone

The Committee recommends concurrence.

The CLC will:

- Urge the Government of Canada to use all diplomatic levers to press for full protection of health care workers under the Geneva Conventions, ensuring these international laws are upheld in every conflict.
- Use Canada's voice on the global stage to demand and enforce accountability when health care workers are targeted in any conflict zone.

WE BUILD WE CARE WE FIGHT

45. Resolution GEN-112: W.A.G.E

The Committee recommends concurrence.

The CLC will:

- Lobby the federal government to provide increase, stable and predictable funding for Women and Gender Equality Canada.

46. Resolution GEN-109: Strengthen Criminal Code for Health Care Workers

The Committee recommends concurrence.

The CLC will lobby the federal government to strengthen the criminal code to make specific mention of assaults on health care workers as an aggravating circumstance in sentencing.

47. Resolution GEN-137: Medication for Canadians (Retirees)

The Committee recommends concurrence.

The CLC will:

- urge the federal and provincial governments to enter meaningful discussion to provide a framework supporting appropriate medication use for all Canadians.
- Components should include:
 - creating a national strategy on safe prescribing;
 - increasing healthcare provider awareness and education around appropriate medication use;
 - increasing access and funding to evidence-based non-drug therapies, evaluation of national usage data on medications once a medication is on the market; and
 - ensuring access to medications that are known to be safe and effective for Canadians.

WE BUILD WE CARE WE FIGHT

48. Resolution GEN-058: Health Care

The Committee recommends concurrence.

The CLC will:

- Advocate for universal, equitable, publicly-delivered, not-for-profit health care;
- Demand the full inclusion of community care, pharmacare, dental, mental health, and long-term care in the public system;
- Demand an end to for-profit LTC;
- Advocate for legislated, enforceable patient-to-staff and LTC resident-to-staff ratios aligned with evidence-based standards of care;
- Work with equity-deserving groups to eliminate systemic barriers; and
- Call for federal funding tied to equity.

49. Resolution GEN-069: LTC Act

The Committee recommends concurrence.

The CLC will:

- Urge the Government of Canada to immediately table the Safe Long-Term Care Act in Parliament and ensure it includes mandatory and enforceable national standards:
 - Minimum staffing and care hours requirements which include nursing hours of care;
 - A national long-term care workforce strategy;
 - Federal funding tied to compliance with standards;
 - Public reporting and accountability measures; and
 - Support for public and non-profit delivery of long-term care.

WE BUILD WE CARE WE FIGHT

50. Resolution GEN-029: Seniors Care

The Committee recommends this concurrence.

The CLC will:

- Advocate for seniors' care in all provinces to be part of *Canada Health Act*, and
- Organize with unions to address the needs of working seniors and develop strategies on how to improve working conditions for senior workers.

51. Resolution GEN-115: Arts and culture

The Committee recommends concurrence.

That the Canadian Labour Congress support union-led initiatives that promote equity, inclusion, and accessibility in Canada's cultural industries.

That the Canadian Labour Congress encourage public funding programs to include accountability measures that support fair pay, accessibility, and equitable working conditions.

That the Canadian Labour Congress encourage affiliated unions and labour organizations to use unionized cultural workers in advertising, public education, and outreach activities.

52. Resolution GEN-025: Online Harms

The Committee recommends concurrence.

The CLC will:

- Advocate for the federal government to develop, strengthen and enforce laws addressing online harassment, gender-based violence, and technology-facilitated abuse.
- Support measures that hold digital platforms accountable for preventing, responding to, and remedying online harm.

WE BUILD WE CARE WE FIGHT

53. Resolution GEN-020: Disinformation

The Committee recommends concurrence.

- THAT THE CLC make the fight against disinformation a priority by developing campaigns, training and tools aimed at enabling its affiliates and their members to recognize disinformation, denounce it and resist it.
- THAT THE CLC emphasize the role of the labour movement as a reliable source of information and as a bulwark against manipulation and propaganda.

54. Resolution GEN-050: Disaggregated Data

The CLC will:

- Research best practices in demographic data collection.
- Evaluate these practices with attention to historical data exploitation and the needs of equity-deserving groups, particularly Black, Indigenous, and people of colour, 2SLGBTQIA+ people, people with disabilities, and migrants.
- Work with Indigenous partners to explore the most ethical practices for non-Indigenous organizations to validate self-declared Indigenous identity.
- Explore the legal considerations required when collecting demographic information in Canada.

55. Resolution GEN-059: Public service and defence spending

The Committee recommends concurrence.

The CLC will:

- Call for federal budget priorities to shift from massive military spending to investment in public services.
- Advocate for redirecting funding to frontline services, such as pharmacare, public dental care, community care, paramedics, child care, acute care, harm-reduction, and mental health care, all of which are underfunded and in crisis.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Educate the public on the crisis in underfunding public services and how a major increase in military spending diverts funding from the delivery of all public services, including public health care.

56. Resolution GEN-119: Student employment program

The Committee recommends concurrence.

The Canadian Labour Congress urges the federal government to:

- end the use of student employment programs to replace or displace bargaining unit work;
- stop relying on FSWEF to address staffing shortages or budget constraints; and
- ensure student employment is limited to genuine learning opportunities.

57. Resolution GEN-136: Retirement

The Committee recommends concurrence.

Therefore, be resolved that the CLC encourages and assist all affiliates to establish a working union retirees structure that recognizes what these retirees activists can still be a valuable resource in the union.

58. Resolution GEN-125: School Boards

The Committee recommends concurrence.

We ask that the Canadian Labour Congress call on all governments to defend democratically elected school boards, oppose measures that undermine local governance, and support transparent, community-driven public education.

59. Resolution GEN-084: Municipal Powers

The Committee recommends concurrence.

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.

WE BUILD WE CARE WE FIGHT

60. Resolution GEN-062: Public Libraries

The Committee recommends concurrence.

The CLC will:

- campaign to inform about the value of libraries and library workers in our communities to the public and that libraries provide vital, low-barrier access to social service information and developmental opportunities for marginalized children and families; and
- lobby the government of Canada to restore and improve critical funding at all levels of government for public libraries so the public can reliably access needed services and information.

61. Resolution GEN-088: Airport Privatization

The Committee recommends concurrence.

The CLC will:

- Launch a campaign to fight the privatization of airports in Canada, including public opposition to policies that allow airport authorities to pursue subleases, subcontracts, and subsidiaries that invite private investors and pension fund ownership;
- Encourage governments to pursue further investment in public airports for the benefit of all Canadians.

62. Resolution GEN-047: Mental Health

The Committee recommends concurrence.

The CLC will advocate for national recognition of Conservation Officers as public safety and law-enforcement workers where their duties include Police Act authority, armed enforcement, emergency response, and remote or solo work; and

The CLC will call on the federal government to establish pan-Canadian benchmarks for presumptive mental-health coverage and to amend federal

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

pension and tax frameworks to allow earlier unreduced retirement eligibility for designated high-risk public safety occupations.

63. Resolution GEN-053: Electoral Reform

The Committee recommends concurrence.

THEREFORE BE IT RESOLVED: that the CLC continue to lobby for electoral reform to bring in a system of proportional representation in Canadian federal elections.

64. Resolution GEN-028: NDP EDAs

The Committee recommends concurrence.

The CLC affirm engagement with NDP EDAs as a necessary, strategic responsibility of labour councils, supported by the CLC with regular labour issues actively encourage labour councils to establish and maintain ongoing, intentional relationships with local NDP EDAs building lasting political power for working people.

65. Resolution GEN-095: NDP Support

The Committee recommends concurrence.

Therefore be it resolved:

That the CLC renew and activate its partnership and endorsement of the federal New Democratic Party, and redouble our efforts to train union members as NDP volunteers, and encourage individual donations to the NDP.

66. Resolution GEN-116: Cultural Funding

The Committee recommends concurrence.

That the Canadian Labour Congress advocate for public cultural funding programs to include clear labour standards, including fair compensation, accessibility, equity, and respect for collective bargaining rights.

That the Canadian Labour Congress oppose the use of public funds to support non-union or exploitative labour practices in Canada's cultural sector.

WE BUILD WE CARE WE FIGHT

67. Resolution GEN-104: Swim to Survive

The Committee recommends concurrence.

Therefore be it resolved that the CLC urges the federal government to advocate that mandatory water safety and Swim-to-Survive training be established in all elementary school curricula across the country to reduce child drowning deaths.

68. Composite Resolution: Unite House of Labour

The Committee recommends concurrence in the following composite resolution, covering resolutions: GEN-006 and GEN-128.

The CLC will:

- Find concrete and expedient ways to bring currently non-affiliated unions back into the House of Labour;
- Commit to working with affiliated and currently non-affiliated unions to build a stronger, more united labour movement capable of defending the rights of all workers in Canada;
- Report back regularly to all affiliates on efforts to unite the house of labour, as laid out above;
- Expedite the affiliation and re-affiliation of unions, and find concrete ways to bring non-affiliated unions back into the House of Labour;
- Commit to working with affiliated and non-affiliated unions to build a stronger, more united labour movement capable of defending the rights of all workers in Canada; and
- Report back regularly to all affiliates on efforts to unite the house of labour, as laid out above.

69. Resolution GEN-055: Human rights violations in the Congo, Palestine, Sudan and elsewhere

The Committee recommends non-concurrence.

Therefore be it resolved that the Canadian Labour Congress calls for the boycott and divest from organizations that directly enable human rights violations in the Democratic Republic of Congo, Palestine, Sudan and elsewhere in the world and

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

lobby the government to sanction such organizations and their governing bodies.

70. Resolution GEN-061: Palestine

The Committee, on division, recommends non-concurrence.

Therefore be it resolved that the Canadian Labour Congress declare trade, services and relationships with Israel to be “hot cargo” and to cut ties with the Histadrut.

Be it further resolved that the CLC endorse the Arms Embargo Now campaign and work with relevant unions to declare arms shipments to Israel to be “hot cargo,” not to be touched by workers of conscience.

71. Resolution GEN-123: Housing and Ontario government

The Committee recommends non-concurrence.

The CLC will: endorse the Stop Doug Ford’s War on Tenants campaign and find ways to resource the campaign led by tenant groups across Ontario; and

Work with the OFL and local Labour Councils to help grow the campaign across the province; and

Recognize November 22nd as National Housing Day (NHD) and organize contingents to support rallies and actions across the province in support of NHD.

72. Resolution GEN-078: MAID and Disability Supports

The Committee recommends referral to the Canadian Council requesting clarification on CLC position on MAID.

The CLC will:

- Lobby the Canadian Government to halt MAID expansion to Track 3; and
- Call for a significant increase in disability payments, accessible below market rate housing, and disability supports and programs.

WE BUILD WE CARE WE FIGHT

73. Resolution GEN-130: A Campaign for a Shorter Work Week

The Committee recommends referral to the Canadian Council for discussion on CLC's stance on shorter work week.

The CLC will call for a 4-day work week as the new standard and demand no loss in take-home pay.

The CLC will lead a labour movement campaign that fights for this more equitable distribution of work through sustained, united, and escalating political struggle.

Resolutions covered by the Action Plans

Resolution GEN-041: BIPOC Workers Union Career Development

This resolution is covered by **We Build Worker Power** action plan:

The CLC will:

Work with its affiliated unions to develop pilot practicum programs aimed at introducing Black, Indigenous, and People of Color (BIPOC) workers to union career development opportunities.

Resolution GEN-087: Heat Stress Campaign

This resolution is covered by **We Build Worker Power** action plan:

The CLC will:

- Advocate at the federal level for legislation to protect workers from heat stress and including the adoption of a Humidex-Based Heat Stress Calculator in the Canada Labour Code.
- Lobby the federal government to issue stop-work orders in cases of heat-related hazards.
- Educate workers and employers about the impact of heat stress, with a focus on vulnerable communities.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

- Collaborate with unions and community groups to ensure comprehensive protections against extreme heat at federal workplaces.

Resolution GEN-122: Heat Stress

This resolution is covered by **We Build Worker Power** action plan:

The CLC will:

- Lobby workplaces and advocate to government to issue stop work orders when workers are impacted.
- Educate on the impacts of heat stress upon Black, Racialized and Indigenous Workers.
- Work collaboratively with labour and community to advocate for policies to protect vulnerable communities and workers from extreme heat.
- Lobby to create legislation to protect Federal workers required to work in extreme heat in non-air-conditioned workspaces.

Resolution GEN-099: Psych OHS

This resolution is covered by **We Build Worker Power** action plan:

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; and

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; and that the CLC advocate that employers adopt and implement the National Standard for Psychological Health and Safety in the Workplace.

Resolution GEN-008: Safety of transit workers

This resolution is covered by **We Build Worker Power** action plan:

That the Government of Canada make front-line transit worker safety a core requirement of all federal transit funding, including enforceable standards for violence prevention, reporting, and employer accountability.

WE BUILD WE CARE WE FIGHT

Resolution GEN-074: Violence and Harassment against Healthcare workers

This resolution is covered by **We Care for All** action plan:

That the federal, provincial and territorial governments and health care employers use all tools and resources at their disposal to eradicate violence and harassment in our health care systems.

Resolution GEN-076: Opposing two-tier private health care and reinforcing the *Canada Health Act*

This resolution is covered by **We Care for All** action plan:

That the Canadian Labour Congress vigorously oppose private, two-tier American-style health care and call on the Federal Government to enforce the Canada Health Act.

Resolution GEN-014: Enforce the *Canada Health Act*

This resolution is covered by **We Care for All** action plan:

The CLC will:

- Meet with the federal government to enforce the *Canada Health Act* to ensure that all Canadians are provided with needed healthcare on equal terms and conditions without financial barriers.

Resolution GEN-067: Implement universal single-payer pharmacare now

This resolution is covered by **We Care for All** action plan:

The CLC will:

- That the Government of Canada fully implement a universal, publicly funded and single-payer pharmacare program that provides first-dollar coverage for essential prescription medications for everyone in Canada, based on the recommendations of the National Pharmacare Committee of Experts.

WE BUILD WE CARE WE FIGHT

Resolution GEN-132: Employment Equity

This resolution is covered by **We Fight for Justice** action plan:

Recommendation:

Urge the federal government to immediately introduce legislation to modernize the *Employment Equity Act*, strengthen compliance, reporting, and enforcement mechanisms; and ensure meaningful consultation with unions and equity-seeking groups to advance measurable workplace equity outcomes.

Resolution GEN-051: Indigenous workers in medical and diagnostic fields

This resolution is covered by **We Fight for Justice** action plan:

The CLC will:

- Provide permanent, dedicated funding to provinces and territories to support Indigenous peoples pursuing education and training in medical diagnostic and laboratory professions.
- Provide direct funding to Indigenous-led education and training programs focused on diagnostic and laboratory services.
- Support long-term training, education, mentorship, and career development initiatives for Indigenous peoples within laboratory and diagnostic medical fields.

Resolution GEN-027: Femicide, Stalking and Harassment

This resolution is covered by **We Fight for Justice** action plan:

That CLC will:

- Advocate for strengthened federal, provincial, and territorial laws and enforcement mechanisms addressing femicide, stalking and harassment, including patterns of behaviour and implied threats;
- Call for trauma-informed police and justice responses, including mandatory training, risk assessment, and early intervention and access to safe housing; and
- Develop union resources, including documentation, safety planning, and survivor-centered supports.

CANADA'S UNIONS

WE BUILD WE CARE WE FIGHT

**Report of the Constitution and Structure
Resolutions Committee**

WE BUILD WE CARE WE FIGHT

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

The Committee submits the following resolutions and recommendations to delegates attending the 31st Constitutional Convention of the Canadian Labour Congress.

1. Composite Resolution: CS-004 and CS-012

The Committee recommends concurrence.

Amend the CLC Constitution to replace gendered language with gender inclusive language as follows:

- In the fifth paragraph of the Preamble, change “working women and men” to “workers;”
- In the last paragraph of the Preamble change “sisters and brothers” to “workers;”
- In Article 4.14, change “his” to “their;”
- In Article 12.22, change “his or her” to “their;”
- In Article 20.3.h, change “his or her” to “their;”
- In Article 20.3.i, change “his or her” to “their;”
- In Article 20.3.j, change “his or her” to “their;”
- In Article 20.3.k, change “his or her” to “their.”

2. Resolution CS-013

The Committee recommends concurrence.

The CLC Canadian Council recommends the following amendment to Article 11.4.a (Convention Committees): “4. a. The Canadian Council, an affiliate, or a chartered body can submit a resolution in either electronic or paper format. It must be signed by the presiding officer. The signature can be either digital for electronic resolutions or written for paper resolutions. The resolution must deal with one subject, include an action, and contain no more than 150 words.”

WE BUILD WE CARE WE FIGHT

3. Composite Resolution: CS-003 and CS-009

The Committee recommends concurrence.

Amend Article 10.4.c of the CLC Constitution so that it reads:

- The five largest private sector and five largest public sector unions get four youth delegates each.
- The remaining affiliates on the Canadian Council each get two youth delegates.
- Youth delegates are ~~30~~ **35** or younger.

Amend Article 10.4.d of the CLC Constitution so that it reads:

- Federations and labour councils shall be entitled to a maximum of two delegates plus a youth delegate aged ~~30~~ **35** or younger. These delegates must be members in good standing of an affiliated or directly chartered local.

Amend the Terms of Reference for the CLC Young Workers' Advisory Committee to define a young worker as someone 35 years of age or younger upon appointment to the Committee.

4. Resolution CS-008

The Committee recommends concurrence.

Amend Article 20 of the Constitution to add:

14. Upon request of an affiliate, a double majority vote will be conducted as follows:
 - a. Each member of Council shall cast their individual vote.
 - b. Each affiliate shall cast their vote, weighted based on the number of members used to determine delegate entitlement for the previous convention.
 - c. For unions affiliated since the previous Convention, weight shall be based on the membership currently affiliated.
 - d. For the question to pass, it must have a majority of votes cast by Council, and support of the majority of membership.

WE BUILD WE CARE WE FIGHT

5. Resolution CS-014

The Committee recommends non-concurrence.

WHEREAS the member for the Canadian Council of an affiliate is not always available to attend the Canadian Council meeting.

WHEREAS all affiliates that sit on the Canadian Council should have a voice and vote at every meeting.

BE IT RESOLVED THAT a designated alternate has voice and vote when the Canadian Council member is absent.

6. Resolution CS-001

The Committee recommends non-concurrence.

The CLC will amend Article 20, Section 3., paragraph m. as follows:

m. four vice-presidents representing labour councils, and four alternate vice-presidents representing labour councils, who are elected at Labour Council caucus, one from the Pacific Region, one from the Prairie Region, one from the Ontario Region and one from the Atlantic Region, no more than fifty percent (50%) of whom shall be cis-gender men.

7. Resolution CS-007

The Committee recommends non-concurrence.

Amend Article 14 of the CLC Constitution to add a new section 3 as follows:

3. a. If the affiliate or chartered body to which an officer belongs leaves or is expelled from the Congress, the officer shall be permitted to serve out their term;
- b. The officer shall not be permitted to run for re-election unless the affiliate or chartered body to which the officer belongs rejoins the Congress;
- c. An officer shall not be permitted to change their affiliate or chartered body membership midway through their term unless it is because of an amalgamation or other restructuring of the affiliate or chartered body to which an officer belongs, or a change in the union the officer's workplace of origin.

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8. Resolution CS-002

The Committee recommends non-concurrence.

The CLC will amend Article 20, Section 3., paragraph m. to include the following after the existing text:

All convention delegates who are also delegates to a Labour Council shall be welcome to attend the Labour Council caucus. Each Labour Council will have one vote in the vice-president and alternate vice-president elections. While a Labour Council representative must be present to cast the ballot, it is not necessary to be present on a Labour Council credential. An appropriate process for confirming representatives of Labour Councils for the purposes of voting will be provided by the Congress. Only Labour Councils from the respective region will be able to vote for the representative of that region.

9. Resolution CS-011

The Committee recommends non-concurrence.

The CLC will:

- Require any affiliate to inform all unions present at a worksite of any plans to reach an agreement with the employer of that worksite;
- Advise union-operated job-placement services to make every effort to avoid disrupting established bargaining relationships; and
- Review, under article 4, any cases in which a union-operated service places workers to perform duties customarily performed by members of another union.

10. Resolution CS-010

The Committee recommends non-concurrence.

The CLC will commit to expanding the use of multilingual messaging in its education offerings, and communications and outreach materials beyond English and French. The CLC will also prioritize consultation with affected communities and labour councils to identify language needs and ensure materials are culturally relevant, accessible, and inclusive.

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11. Composite Resolution: CS-005 and CS-006

The Committee recommends non-concurrence.

- In Article 20.3.e, amend to say “10 vice-presidents who are women or gender-diverse persons designated by the 5 largest private sector and 5 largest public sector unions;”
- In Article 20.3.m, amend to say “four vice presidents representing labour councils who are elected at Labour Council caucus the Sunday before convention, one from the Pacific Region, one from the Prairie Region, one from the Ontario Region and one from the Atlantic Region, at least one of whom shall be a woman or gender-diverse person;”
- In Article 21.3.f, amend to say “two women or gender-diverse vice-presidents, elected by the women and gender-diverse persons on the Canadian Council; they shall be elected by the women and gender-diverse ranking officers of national or international unions and the women and gender-diverse vice-presidents representing the five largest public sector and five largest private sector unions.”

