

# RESOLUTIONS

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## Constitutional Amendment

### #1—AMENDING THE LENGTH OF DELEGATE SPEAKING TIME

#### Constitutional Resolution of Article VIII

Conventions are how the membership sets the direction for the National Union for the next three years. Debating resolutions on the Convention floor allows delegates to make their voices heard and champion their causes.

To allow for more resolutions to be debated on the Convention floor, and to ensure more delegates have the opportunity to speak, the length of time delegates have to speak must be amended.

**The National Union will** amend Article VIII, Section 18. 4) to read:

4) Speeches shall be limited to ~~five (5)~~ three (3) minutes except in moving a resolution, when the delegates shall be allowed ten (10) minutes.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

### #2—ANTI-VIOLENCE LANGUAGE IN THE CONSTITUTION

#### Constitutional Resolution that Affects Multiple Articles

The Constitution of the National Union currently includes language recognizes the rights of members to be free from harassment. However, members in multiple sectors face violence at work every day.

**The National Union will** amend Article V, Section 8 to read:

8) It shall promote the rights of its members to be free from all forms of violence and harassment in the workplace and in all union activities.

**The National Union will** amend Article X, Section 22 to read:

22) All members of the National Executive Board, before assuming office in this National Union, shall take the following oath:

"I, do hereby pledge my word and honour to perform my duties as an officer of the National Union. I will attend, when able to do so, all meetings of the Board of which I shall be a member. I commit myself to pursuing with vigour the objectives and principles of the National Union, including: solidarity, the promotion and protection of full and free collective bargaining for all workers, and the promotion and protection of the economic and social well-being of the members of the National Union, both as workers and as citizens. Furthermore, I recognize the right of all members to be free from all forms of violence and harassment in the workplace and in union activities."

**The National Union** will amend Article XVI, Section 12 to read:

- 12) To ensure its members freedom from all forms of violence and harassment in all union activities.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

### **#3—CLARIFYING THE STATUS OF NATIONAL EXECUTIVE BOARD MEMBERS AS CONVENTION DELEGATES**

#### **Constitutional Resolution on Article VIII**

Appointment to the National Executive Board of the National Union inherently includes the qualification necessary to have full status as a delegate to Convention.

**The National Union will** amend Article VIII, Section 5 to read:

- 5) Members of the National Executive Board of the National Union shall have full status as delegates to Conventions by virtue of office ~~provided they are otherwise qualified~~.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

### **#4—CLARIFYING WHO NUPGE REPRESENTS**

#### **Constitutional Resolution of Article IV**

The National Union has grown beyond its original scope of representing provincial government workers. The Constitution of the National Union should reflect that growth.

**The National Union will** amend Article IV, Section 3 to read:

- 3) The National Union shall have as a primary objective the formation of a strong, unified organization representing workers of provincial governments and other employers from coast to coast. This organization shall provide all possible aid and assistance to its members in the areas of social, economic and legislative concern.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

### **#5—EXPANDING THE PROHIBITED GROUNDS OF DISCRIMINATION IN THE CODE OF UNION CITIZENSHIP**

#### **Constitutional Resolution on Article XVI**

The Constitution of the National Union includes the Code of Union Citizenship and a list of prohibited grounds of discrimination. Adding the following grounds brings the Constitution in closer alignment with the *Canadian Human Rights Act* and provincial human rights acts.

**The National Union will** amend Article XVI, Section 1. a) to read:

1. a) To guarantee that there will be no discrimination of any kind exercised or practiced with respect to a member or member of the public by reason of race, colour, age, nationality, or ethnic origin, citizenship, ancestry, first language, political or religious affiliation, sex, sexual orientation, gender, gender identity, gender expression, body size, physical or mental disability, marital status, family status, or social condition.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

#### **#6—GENDER-INCLUSIVE LANGUAGE IN THE CONSTITUTION**

#### **Constitutional Resolution that Affects Multiple Articles**

The Constitution of the National Union currently uses language which assumes a male-female gender binary. This excludes gender-diverse members, non-binary members, and anyone who does not identify with the labels “man” or “woman”.

Use of “they” as a third-person singular pronoun has long been endorsed by style guides because it is inclusive of all people and avoids making assumptions about gender. This is not to be confused with using “they/them/theirs” as a self-identified pronoun which is commonly used by people who are gender-diverse, non-binary, and have other gender identities.

The National Union has already shifted to using gender-inclusive language, where appropriate, and the Constitution should reflect this shift.

**The National Union will** amend Article V to include a new Section 9 which reads:

9) Commit to using gender-inclusive language where possible and when it is appropriate to do so.

**The National Union will** amend Article VIII, Section 18. 1) to replace “his/her” with “their”:

1) The President, or, in his/her their absence or at his/her their request, the Secretary-Treasurer or an Officer of the National Union shall take the chair at the time specified, at all Regular and Special Conventions. In the absence of both the President and his/her their designated representative, a Chairperson shall be chosen by the Convention.

**The National Union will** amend Article VIII, Section 18. 3) to replace “he/she” with “they” and “his/her” with “their” and “represents” with “represent”:

3) When a delegate wishes to speak, he/she they shall proceed to one of the microphones provided for that purpose. When recognized by the Chairperson, he/she they shall give his/her their name and the organization he/she they represents and shall confine his/her their remarks to the question at issue.

**The National Union will** amend Article VIII, Section 18. 7) to replace “he/she” with “they” and “his/her” with “their”:

7) If a delegate is called to order, ~~he/she~~ they shall, at the request of the Chairperson, take ~~his/her~~ their seat until the question of order has been decided.

**The National Union will** amend Article VIII, Section 18. 8) to replace “him/her” with “them” and “his/her” with “their”:

8) Should a delegate persist in unparliamentary conduct, the Chairperson will be compelled to name ~~him/her~~ them and submit ~~his/her~~ their conduct to the judgement of the Convention. In such a case, the delegate whose conduct is in question should explain and then withdraw, and the Convention will determine what course to pursue in the matter.

**The National Union will** amend Article VIII, Section 18. 11) to replace “his/her” with “their”:

11) Any delegate may appeal the decision of the Chair. The Chairperson shall then put the question thus: “Shall the decision of the Chair be sustained?” The question shall not be debatable except that the delegate appealing may explain ~~his/her~~ their reasons for so doing and the Chairperson may make an explanation of ~~his/her~~ their decision.

**The National Union will** amend Article VIII, Section 18. 12) to replace “he/she” with “they”:

12) The Chairperson shall have the same rights as other delegates to vote on any question. In the case of a tie vote, ~~he/she~~ they shall cast the deciding vote.

**The National Union will** amend Article VIII, Section 18. 15) to replace “he/she” with “they” and “has” with “have”:

15) A delegate shall not move a motion to refer back after ~~he/she~~ they ~~has~~ have spoken on the question at issue.

**The National Union will** amend Article X, Section 14 to replace “his/her” with “their”:

14) In the event of a vacancy in the office of the President, the Secretary-Treasurer shall perform the duties of the President until a President is elected. The Secretary-Treasurer shall, within fifteen (15) days of the date of ~~his/her~~ their becoming aware of the vacancy, call a meeting of the National Executive Board upon ten (10) days’ notice, for the purpose of filling the vacancy for the unexpired term from among the members of the Board. Should the Secretary-Treasurer be unable to act in this matter, the members of the National Executive Board shall jointly perform the duty of electing a person to fill the vacancy.

**The National Union will** amend Article X, Section 19 to replace “his/her” with “their”:

19) The National Executive Board, except when the National Union is in Convention session, shall be recognized by components as the governing body under the terms of the Constitution, and no component, or any officer or member thereof, shall have the

power to act as an agent for the National Union or otherwise bind the National Union except insofar as authorized by the President, or in his/her their absence, the Secretary-Treasurer and/or the National Executive Board.

**The National Union will** amend Article XI, Section 1 to replace “he/she” with “they”:

1) The President shall be the Chief Executive Officer of the National Union. He/she They shall exercise supervision over the affairs of the National Union, sign all official documents and preside at Regular and Special Conventions, and at meetings of the National Executive Board. He/she They shall assign responsibilities to members of the National Executive Board. He/she They shall call meetings of the Board at least four (4) times each year.

**The National Union will** amend Article XI, Section 2 to replace “his/her” with “their”:

2) The President shall have authority to interpret the Constitution and his/her their interpretation shall be conclusive and in full force and effect unless reversed or changed by the National Executive Board or a Convention.

**The National Union will** amend Article XI, Section 3 to replace “he/she” with “they”:

3) The President shall engage such officials and representatives as are necessary and he/she they shall call meetings of the Board at least four (4) times each year.

**The National Union will** amend Article XI, Section 6 to replace “his/her” with “their”:

6) The President shall report on the administration of his/her their office and on the affairs of the National Union in writing to the Convention.

**The National Union will** amend Article XII, Section 1 to replace “he/she” with “they”:

1) The Secretary-Treasurer shall be the Chief Financial Officer of the National Union. He/she They shall countersign with the President all cheques drawn on the National Union accounts. He/she They shall be in charge of books, documents, files and effects of the National Union which shall at all times be subject to inspection by the President and the National Executive Board.

**The National Union will** amend Article XII, Section 2 to replace “he/she” with “they”:

2) The Secretary-Treasurer shall prepare a financial statement of the National Union for each meeting of the National Executive Board. He/she They shall have the books of the National Union audited each year by a registered firm of chartered accountants selected by the President in consultation with the Secretary-Treasurer and approved by the National Executive Board. Such audits shall be furnished to the Board, and to the Convention.



**The National Union will** amend Article XII, Section 9 to replace “his/her” with “their”:

9) The Secretary-Treasurer shall report on the administration of his/her their office to the Convention.

**The National Union will** amend Article XIII to replace “his/her” with “their” and “him/her” with “them”:

The National Vice-Presidents and Board Members shall aid the President in his/her their duties as Chief Executive Officer of the National Union and act on his/her their behalf when requested to do so. Each National Vice-President and Board Member shall administer those responsibilities assigned to him/her them by the President.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

#### **#7—MAINTAIN GENDERED LANGUAGE CONSISTENCY**

##### **Constitutional Resolution of Article X**

The Constitution of the National Union currently uses language for both sex (female) and gender (woman) identifiers interchangeably.

Female is an adjective and, historically, has clinical and biological connotations dependent on the ability to produce eggs. In addition to reducing an individual to a function, this term excludes people who do not identify with their sex assigned at birth.

Woman is a gender identifier based on socialized and constructed roles, traits, expressions, and identities, and is a better descriptor of someone’s identity because it allows for agency and autonomy of self-expression.

The National Union has already shifted to using gender-inclusive language, where appropriate, and the Constitution should consistently use gendered language to reflect this shift.

**The National Union will** amend Article X, Section 9 to read:

9) The National Executive Board shall designate a female woman member of the Board as the National Union’s CLC Vice-President-at-Large within four (4) months after a Regular Convention.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

#### **#8—UPDATING TERMINOLOGY TO BETTER REFLECT COMPONENT STRUCTURES**

##### **Constitutional Resolution on Appendix A**

The Constitution of the National Union recognizes that each component has a different internal structure. The current language in Appendix A does not accurately reflect the differences in internal structures.

**The National Union will** amend Appendix A, Section Autonomy With Respect to read:

#### AUTONOMY WITH RESPECT

Each of the National Union's components is governed by its own constitution, convention and Executive, Board, or Council. The autonomy of components has been one of our fundamental principles. But that autonomy is not absolute.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

## Income Inequality and Tax Fairness

### #9—SOLIDARITY AGAINST FASCISM AND AUSTERITY

Workers in Canada and across the world, but especially south of the border, are being exposed to extreme and fascist ideology and disinformation that scapegoats vulnerable populations like migrants, refugees, Trans people and those suffering from addictions and mental health disabilities.

#### **Therefore the National Union of Public and General Employees will:**

Consult with Components and stakeholders in affected communities about the best ways to fight back against rightwing, fascist ideas so that they don't end up dividing workers and will work with interested partners both in the union movement and with social movement partners to support and build solidarity against fascism and austerity (which are two sides of the same coin) and

Will involve Components in defending public services and protecting labour rights, human rights and environmental sustainability.

**SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO**

### #10—TAX FAIRNESS

Politicians are, once again, claiming that governments don't have enough money to fund public services. It's how they rationalize shortchanging public services. In areas like health and housing, urgent needs are going unmet. Small-c conservative politicians are talking about austerity measures.

But limits on the ability of governments to fund public services are self-imposed. Tax cuts that largely benefited the wealthy and large corporations have deprived governments of billions in revenue. If wealthy individuals and large corporations contributed their fair share, this would generate government revenues that can be invested in the public services that Canadians need.

A fairer tax system would also help reduce income and wealth inequality. In addition to the

wealthy paying their share, the improvements to public services that would be possible with fair taxation would also help, because public services make life more affordable for low- and middle-income Canadians.

The impact of an excess profits tax on the behaviour of large corporations will also help reduce income and wealth inequality. At the very least, excess profits reflect the fact that workers are not receiving a reasonable benefit from the improved financial performance of a company. All too often, excessive profits are due to the price gouging that helped start the recent period of high inflation and/or companies failing to pay their workers decent wages. Knowing that excess profits will be taxed at a higher level will provide a disincentive to engage in price gouging or wage suppression.

As a result of the work by NUPGE and our allies, there has been progress. The federal government passed legislation to create a publicly accessible registry to show who really controls federally registered corporations (the beneficial owners). While there are gaps, the registry is a start.

Unfortunately, the federal Liberals have recently been backing away from tax fairness measures, including the proposed increase in the capital gains tax. That is the reverse of what should be happening.

Much more is needed to make the tax system fairer. And some of the well-heeled individuals and wealthy corporations that benefit from the current tax system will do everything possible to block efforts to make the tax system fairer for working people. That means that to protect and improve public services, we must keep fighting to make the tax system fairer.

**Therefore, the National Union of Public and General Employees will:**

Continue to push for greater tax fairness, including supporting both Canadians for Tax Fairness and efforts to encourage greater involvement by the labour movement in tax fairness issues.

To reduce the problem of tax avoidance, push the federal government to provide sufficient resources to ensure the new beneficial ownership registry is effective and encourage provincial governments to ensure their provincial corporate registries provide publicly accessible information on who owns companies.

Call upon federal and provincial governments to take the following actions to make the tax system fairer:

- Close tax loopholes and reverse the income tax cuts that have disproportionately benefited the wealthy and large corporations.
- Introduce a wealth tax on the very wealthy and a tax on excessive profits to deal with price gouging and wage suppression by corporations.
- Commit the resources and tools required to deal with tax avoidance by the wealthy and large corporations.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

## Anti-Racism

### #11—CONFRONTING RACISM IN CANADA

On the world stage, Canada has a reputation for being a diverse, inclusive utopia. In reality, racism exists in Canadian society, institutions, and in other areas of life.

Anti-Black racism continues to be a major determinant of poor health and social outcomes for Black Canadians. In 2020, Black people had the highest age-standardized COVID-19 mortality rate in Canada. Black people in Canada also have a higher mortality rate from HIV, diabetes and several forms of cancer.

There continues to be a lack of understanding of Indigenous cultures and how trauma inflicted by colonization, the residential school system, the Sixties Scoop, and other institutionalized racism impacts Indigenous people to this day. Residential school denialism continues to be an issue. The violence inflicted by residential school denialists occurs on social media, in private correspondence, and sometimes in person as denialists attempt to enter former residential school sites with shovels with the intent of digging for the remains of children to, “see for themselves”.

After facing an upswing of racism during the COVID-19 pandemic, studies indicate that rates of racism against Asians remains higher than pre-pandemic levels. The majority of hate crimes committed against Asians in Canada are not reported to the police.

Immigrants, refugees, and international students—particularly students from India, Bangladesh, and other South Asian countries—have been used as scapegoats for the housing and cost of living crises. While these groups have some impact on the housing market, it dwarfs in comparison to the impact of laws that allow housing to be treated as a source of profit for investors and the lack of affordable, social housing that governments should be building.

Though not tracked by Statistics Canada, anecdotal evidence and reports from anti-hate groups indicate that racism against Palestinians is on the rise in Canada. Political leaders conflating support for Palestinians with terrorism have exacerbated tensions. There are clear differences in Canada’s immigration framework for Palestinians verses Ukrainians, though both face the threat of daily military violence against civilians.

Organizers and prominent attendees of the so-called Freedom Convoy have strong links to white supremacy groups, Islamophobic and antisemitic groups, and various other far-right hate groups both nationally and internationally. Though some of the racism in Canada is due to outside influence, much of it is grown in Canada and spread around the world.

Far-right, authoritarian, and fascist governments go hand in hand with social intolerance, racism, and hatred.

In the face of such adversity, unions must continue the fight to be anti-racist.

**Therefore, the National Union of Public and General Employees will:**

Share education programs and resources related to equity, diversity, accessibility, and inclusion.

Develop a campaign to raise awareness that racism exists in Canada, including explaining what causes it.

Educate members on the historical role of the labour movement—both positive and negative—in the fight against racism. Issue a statement that recognizes the positive and negative history and commits NUPGE to making paths to equity easier at all levels.

Encourage Components to deliver anti-racism training at all levels of leadership.

Encourage and support more BIPOC participation in leadership in workplaces, government, community organizations, and unions.

Conduct an equity, diversity, inclusion, and accessibility audit of NUPGE.

Investigate the possibility of NUPGE conducting a member demographic collection survey.

Share best practices regarding anti-racism language in collective bargaining with Components.

Lobby for stronger protections for migrant workers and temporary workers.

Continue to support the work of the Black Class Action Secretariat.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#12—IBPOC PRACTICUM**

**NUPGE WILL**

- direct its Components to develop pilot Indigenous, Black and People of Color (IBPOC) practicum programs to introduce diverse workers to career development opportunities;

**BECAUSE** workers need to see representation at the servicing level of their unions; and

**BECAUSE** marginalized groups need to have equal and fair opportunities.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

**#13—JUST SOCIETY**

**NUPGE WILL**

- work with its members to address the existing anti-immigrant sentiment amid the

housing crisis, rising cost of living and the resurgence of radical right-wing movements in the United States and Canada;

**BECAUSE** this anti-immigrant rhetoric is false, misinformed, and further creates a hostile atmosphere for racialized immigrants and workers, many of whom are union members; and

**BECAUSE** if this rise in hate will persist, there will be an actual safety risk to community in terms of hate crime.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

## Justice for Indigenous Peoples

### #14—ADVOCATING SUSTAINABLE ACCESS TO SAFE DRINKING WATER FOR INDIGENOUS COMMUNITIES

Clean, safe drinking water is a fundamental human right. Yet, many Indigenous communities across Canada continue to face significant challenges in accessing reliable and safe water sources.

Despite the federal government's promise in 2015 to end all long-term boil water advisories by 2021, 35 long-term advisories remain in effect across 33 First Nations communities, and many other Indigenous communities, including Métis and Inuit settlements, are not adequately tracked in federal efforts. This violates Canada's commitment under the Truth and Reconciliation Commission's Calls to Action in keeping with the *United Nations Declaration on the Rights of Indigenous Peoples*.

The ongoing water crisis in Indigenous communities is the result of decades of colonialism, underfunding, and government inaction. Water infrastructure on reserves has been chronically neglected, leading to unsafe drinking water and a myriad of health problems. Moreover, Indigenous-led solutions, which are vital for long-term sustainability and reconciliation, have often been sidelined.

#### **Therefore, the National Union of Public and General Employees will:**

Advocate and lobby the federal government to fulfill its commitment to provide safe, clean drinking water for all Indigenous communities, in line with the Truth and Reconciliation Commission's Calls to Action and the *United Nations Declaration on the Rights of Indigenous Peoples*.

Promote Indigenous-led solutions to long-term water issues, ensuring that Indigenous communities have control over their water resources and decontamination efforts.

Raise awareness among members, the public and governments about the water injustices Indigenous communities face and the health impacts of unreliable water access.

Call for a comprehensive assessment of contaminated water sources in Indigenous

communities, with a clear plan for decontamination and restoration of safe water.

Collaborate with Indigenous organizations and advocacy groups to amplify the demand for sustainable, Indigenous-led water solutions and to ensure the government meets its obligations to Indigenous Peoples.

**SUBMITTED BY SASKATCHEWAN GOVERNMENT AND GENERAL EMPLOYEES' UNION**

#### **#15—ADVOCATING FOR THE FULL IMPLEMENTATION OF THE TRUTH AND RECONCILIATION COMMISSIONS' CALLS TO ACTION**

The Truth and Reconciliation Commission of Canada (TRC) released 94 Calls to Action in 2015, aimed at redressing the legacy of residential schools and advancing reconciliation in Canada. These Calls to Action were meant to serve as a path towards healing and justice for Indigenous Peoples. However, only 14 of the 94 Calls to Action have been fully implemented, while 15 have yet to be started, 19 are stalled, and 46 remain in progress. The slow pace of progress over the past decade has resulted in growing frustration and diminishing hope among Indigenous communities and their allies.

Indigenous-led organizations, which offer vital first-voice perspectives, have expressed concern about the Canadian government's failure to meet its commitments. The current rate of progress—averaging just 1.625 Calls to Action per year—suggests it could take another 58 years to complete the TRC's Calls to Action. This is unacceptable, as it continues to delay meaningful reconciliation and perpetuates the effects of colonialism and systemic discrimination.

#### **Therefore, the National Union of Public and General Employees will:**

Advocate and lobby the federal government to fulfill its commitment to the Truth and Reconciliation Commission's 94 Calls to Action in a timely and transparent manner. Support Indigenous-led accountability, ensuring that Indigenous communities are at the forefront of tracking progress.

Raise awareness about the slow progress and its impact on Indigenous communities, urging accelerated reconciliation efforts. Encourage collaboration through education on Indigenous histories, supporting Indigenous businesses, donating to organizations focused on healing and cultural preservation, and amplifying Indigenous voices.

Promote participation in anti-racism training, particularly focusing on anti-Indigenous sentiment.

Collaborate with Indigenous organizations to support their initiatives and calls for full implementation of the Calls to Action. Hold the government accountable by demanding clear timelines, transparent reports and continued consultation with Indigenous communities to ensure meaningful action on reconciliation.

**SUBMITTED BY SASKATCHEWAN GOVERNMENT AND GENERAL EMPLOYEES' UNION**

**#16—JUSTICE FOR INDIGENOUS PEOPLES**

The current inequalities experienced by Indigenous people have direct connections to colonial policies and legislation, many of which are still enshrined in law to this day. True reconciliation goes beyond recognizing the abuses inflicted by the residential school system and healing survivor trauma. It acknowledges the ongoing nature and impact of colonialism and actively works to remove it from current government policy. Above all else, Indigenous sovereignty must be respected. Any decisions must be made in partnership with the First Nations, Métis, and Inuit they impact.

The Truth and Reconciliation Commission's 94 Calls to Action and National Inquiry into Missing and Murdered Indigenous Women and Girls' 231 Calls to Justice are not check-boxes. They provide the first step to meaningful reconciliation, which requires urgent action and sustained change.

Long-term drinking water advisories continue to be a problem in First Nations communities on reserves. In October 2015, Liberal leader Justin Trudeau made a campaign promise to end First Nations reserve boil water advisories in 5 years. In December 2020, Minister of Indigenous Services, the Honourable Marc Miller, admitted that the government would not meet its deadline of March 2021 to end all boil water advisories.

As of October 9, 2024, there are still 32 long-term drinking water advisories in effect in 30 communities. 146 long-term drinking water advisories have been lifted since 2015, but advisories continue to be enacted due to failing infrastructure, lack of funds, and lack of training on maintenance. If this happened in any Canadian town or city there would be immediate outcry and resources to fix the problem.

There needs to be better coordination between law enforcement and all levels of government on the issue of Missing and Murdered Indigenous Women, Girls, and Two-Spirit (MMIWG2S). The Prairie Green Landfill should have been closed and searched as soon as it was identified as the probable location for the remains of Morgan Harris and Mercedes Myran. The search never should have been politicized; there should only have been action.

On September 28, 2020, Joyce Echaquan used Facebook Live to broadcast the racist and abusive treatment she received after being taken to the emergency department at Centre Hospitalier de Lanaudière via ambulance for stomach pain. Echaquan died later that day at the age of 37. After the inquest, the coroner's report stated that Echaquan died as a result of pulmonary edema and that the racism and prejudice were contributing factors to her death.

In honour of Echaquan, the Council of the Atikamekw of Manawan and the Atikamekw Nation Council created Joyce's Principle. Joyce's Principle aims to guarantee to all Indigenous people the right of equitable access, without any discrimination, to all social and health services, as well as the right to enjoy the best possible physical, mental, emotional and spiritual health. It also requires the recognition and respect of Indigenous people's traditional and living knowledge in all aspects of health.

Within unions, much can be done to make them more accessible and inclusive for Indigenous



members. Some unions have made progress on adding Indigenous Days of Significance and bereavement language that's inclusive of aunts and uncles to collective agreements. Other avenues such as including alternative dispute mechanisms could be explored.

**Therefore, the National Union of Public and General Employees will:**

Share with Components the best practices regarding collective bargaining for Indigenous people.

With Components, lobby the federal and provincial governments to recognize National Indigenous Peoples Day (June 21) and National Day for Truth and Reconciliation (September 30) as statutory holidays.

Lobby the federal government to recommit to Jordan's Principle and deliver on promised mental health supports for Inuit and First Nations communities.

Lobby provincial and federal governments to produce more educational materials relating to the crisis of MMIWG2S.

Continue to work on specific Indigenous issues after they drop out of the news cycle.

Formally endorse Joyce's Principle.

Call on all federal parties to commit to providing immediate resources to provide clean water to First Nations communities on reserves under water advisories.

Continue to lobby for progress on the 94 Calls to Action and the 231 Calls for Justice.

Monitor the creation of the Red Dress alert system to ensure it is launched nationwide.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#17—MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS**

**NUPGE WILL**

- in consultation with Indigenous communities and community groups, lobby the federal government to increase funding and continue funding for improving access to digital services (including cellular) and pressure telecommunication companies to provide a viable solution(s) to the ongoing lack of service(s) along Highway 16, also known as the "Highway of Tears"; and
- in consultation with Indigenous communities and community groups, actively lobby the federal government to implement changes that allow everyone to access consistent and reliable digital services (including cellular) along Highway 16, regardless of financial status and personal identity traits as protected under the *BC Human Rights Code*;

**BECAUSE** there continues to be an increased level of concern due to the lack of urgency surrounding the inquiry and remedies for the Missing and Murdered Indigenous Women and Girls along the Highway of Tears; and

**BECAUSE** the NUPGE is committed to the Truth and Reconciliation Commission of Canada: Calls to Action, and the 41st Call to Action includes the inquiry and remedies for the disproportionate victimization of Indigenous women and girls which is known to occur along the Highway of Tears; and

**BECAUSE** not all people have equal ability to access job opportunities, education, health care and all other community resources that would otherwise be out of reach due to cost, location or safety concerns, without access to consistent and reliable digital services (including cellular); and

**BECAUSE** to keep all people safe along the Highway of Tears, digital connectivity (including cellular) needs to be reliable, affordable, and accessible to all who may need it.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

#### #18—RED DRESS ALERT

#### NUPGE WILL

- In consultation with Indigenous communities and community groups and the Canadian Labour Congress (CLC), lobby 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 gender-diverse individuals are reported missing, abducted or at similar risk of harm;

**BECAUSE** Indigenous women, girls, and gender-diverse persons are disproportionately represented in the population of missing and abducted persons; and

**BECAUSE** the NUPGE is committed to the Truth and Reconciliation Commission of Canada: Calls to Action, and the 41st Call to Action includes the inquiry and remedies for the disproportionate victimization of Indigenous women and girls which is known to occur along the Highway of Tears.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

#### #19—TRUTH AND RECONCILIATION

**WHEREAS** reconciliation is a necessary and important goal in the fight for social and economic justice; and

**WHEREAS** Indigenous People’s stewardship of the land pre-dates the establishment of colonial administration and is rooted in traditional forms of law and leadership, including Hereditary Chiefs; and

**WHEREAS** the Supreme Court of Canada recognized in the Delgamuukw decision the sovereignty of Indigenous nations and the authority of Hereditary Chiefs, as the legal representatives of their nations.

**THEREFORE BE IT RESOLVED** that NUPGE call on the federal government to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honours the sovereignty of Indigenous nations, the authority of Hereditary Chiefs, the *United Nations Declaration on the Rights of Indigenous Peoples*, the Truth and Reconciliation Commission Calls to Action and the spirit of true reconciliation.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

## Rights for People with Disabilities

### #20—IMPROVING CANADA AND OUR UNIONS FOR PEOPLE WITH DISABILITIES

The 2022 Canadian Survey on Disability (CSD) showed that 27.0% of Canadians aged 15 years and older, or 8 million people, had one or more disabilities that limited them in their daily activities.

The 2022 CSD showed that 62.0% of working-age adults (25 to 64 years of age) with disabilities were employed, compared with 78.0% of persons without disabilities. People with disabilities who are working are often underemployed in lower-paying jobs that have less stability, fewer benefits, and limited chances for career growth.

41.0% of low-income Canadians have disabilities. 16.5% of people with disabilities in Canada live in poverty—that's more than 1.5 million people. The financial impact of having a disability is felt harder by people who are discriminated against due to their gender, sex, sexual orientation, race, ethnicity, citizenship status, and religion.

Anyone can acquire a disability at any time.

Though it is no longer a pandemic, COVID-19 is still prevalent in our society and is still causing people to develop disabilities. Research has found that even a mild or asymptomatic case of COVID-19 can cause long-term damage to the immune system, brain, lungs, heart, kidneys, and blood vessels. It also elevates the risk of heart attack, stroke, diabetes, organ failure, dementia, epilepsy, and more. The risk of developing a disability or severe health condition after a COVID-19 infection is somewhat reduced for people who are fully vaccinated and regularly obtain booster shots, but it is not eliminated.

Post COVID-19 condition (also known as long COVID) is a condition where the symptoms of COVID-19 persist for more than 12 weeks after the infection. The Public Health Agency of Canada reported that, by October 2022, 15.0% of adults who got COVID-19 experienced long COVID. 47.0% reported having symptoms for 1 year or longer. 21.0% reported their symptoms often or always limited their daily activities. And 74.1% of those who were employed or attending school missed work or school due to their symptoms on average, missing an estimated 20 days each.

Accommodations help everyone. Ramps and curb cutouts help people with strollers, carts, luggage, and wagons. Doors that can be opened with one hand assist people who are

younger, older, or weaker, and anyone carrying things. However, universal design—the design of products and environments to be usable by all people, to the greatest extent possible, and without the need for adaptation or specialized design—should be the standard.

The Canada Disability Benefit (CDB) pays a maximum of \$2,400 per month. The average cost of a 1-bedroom apartment in Canada in the month of June 2024 was \$1,929. \$2,400 a month will not lift the majority of people with disabilities out of poverty. To qualify for the CDB, prospective recipients must qualify for and receive the federal Disability Tax Credit (DTC), even if a person is already approved for disability benefits provincially. The DTC has a low uptake rate: it's estimated that only 40% of working-aged adults with qualifying disabilities are currently enrolled in the DTC. This is due to lack of awareness of the program, a burdensome application process (for which medical practitioners may charge a fee up to \$300), and confusing eligibility criteria. The criteria is especially confusing and restrictive for people with episodic disabilities and for people who fall under the DTC category of having a disability related to “mental functions.” In addition to the CDB, the DTC is also the gateway to the Child Disability Benefit and Registered Disability Savings Plans.

Medical Assistance in Dying (MAID) is reportedly being accessed by people with disabilities due to failures of our health care and social welfare systems. This trend is predicted to continue as governments privatize more public services. In 2022, the most cited sources of suffering by individuals requesting MAID were the loss of the ability to engage in meaningful activities followed by the loss of the ability to live their daily life.

**Therefore, the National Union of Public and General Employees will:**

Continue the Special Workers with Disabilities Committee as the Workers with Disabilities Committee and ensure that the committee meets at least once a year.

Develop a tool kit that enables Components to undertake accessibility audits of their meeting and event spaces.

Share best practices regarding collective bargaining for people with disabilities with Components.

Ensure all NUPGE communications and publications use alt text and tags where appropriate.

Lobby the federal government to raise the Canada Disability Benefit amount and make the Canada Disability Benefit easier to access.

Lobby the federal and provincial governments to properly fund public health care and other public services that people with disabilities rely on.

Lobby the federal government to expand the *Pharmacare Act* and create a comprehensive essential medicines list to ensure broad and effective coverage.

Encourage Components to lobby provincial governments to expand public health care to include mental health services.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

## 2SLGBTQIA+ Rights

### #21—ADDRESSING THE HATE AGAINST 2SLGBTQIA+ PEOPLE AND COMMUNITIES

Canada is home to approximately 1 million 2SLGBTQIA+ people. However, 2SLGBTQIA+ people are overrepresented in hate crime statistics. A Statistics Canada report states that crimes motivated by hatred of a sexual orientation made up 10% of all police-reported hate crimes in 2020. In 2022, 491 hate crimes targeting a sexual orientation were reported to the police, with men making up the majority (73%) of the victims. It should be noted that experts believe the majority of hate crimes are not reported to police.

Numbers of police-reported hate crimes against transgender, gender-diverse, and two-spirit people in Canada are harder to find because of Statistics Canada's lack of disaggregated data (data that has been broken down by detailed sub-categories) and fears of data being used to target vulnerable populations. However, from the 2018 Survey of Safety in Public and Private Spaces, we know that transgender people in Canada are more likely to have experienced violence since age 15, and also more likely to experience inappropriate behaviours toward them in public, online, and at work than cisgender people in Canada.

Misinformation is one of the biggest factors behind the rise of hatred targeting 2SLGBTQIA+ people. Conservative politicians are fearmongering and spreading the lie that transgender children are undergoing irreversible surgeries. Gender-affirming care is far more than just surgeries, and it involves teams of medical professionals and multiple evaluations before any medical steps are taken. Some governments are enacting policies and legislation that go against research and best practices compiled by health care professionals, scientists, and leading organizations such as the World Professional Association for Transgender Health (WPATH).

The homophobic myth that gay men are all groomers and pedophiles has existed in Western culture since at least the 1920s as a means to dehumanize them. It has never been backed up by crime statistics or studies. Giving children age-appropriate information about genders and sexualities is not grooming. Teaching children about genders and sexual identities in age-appropriate ways will not “turn them into” transgender or gay people.

One of the most prominent pieces of misinformation is the idea that Drag Story Time events are harmful to children. Drag Story Time events are designed to be child-appropriate and are open for parents to attend. They don't have the same content as drag shows performed for adult-only crowds. Misinformation has led to increased verbal and physical assaults on gay men, transgender people, and workers who work at the places that host Drag Story Time events.

Research has shown that inequities in accessibility to health care, in quality of care, inclusivity, and in satisfaction of care exist for 2SLGBTQIA+ people. 2SLGBTQIA+ people are also at an increased risk of experiencing homelessness, poverty, and unemployment compared to heterosexual and cisgender individuals. These risks become higher for 2SLGBTQIA+ people who are also discriminated against due to their race, ethnicity, citizenship status, religion,

gender, and whether they have a disability.

Intersex is a general term used for a variety of conditions in which a person is born with natural biological differences in sex traits or reproductive anatomy that don't seem to fit the typical, binary definition of female or male.

Intersex Genital Mutilation (IGM) refers to the practice of non-consensual, medically unnecessary, cosmetic surgery and other procedures on intersex infants and children to “correct” natural intersex anatomy to match either “normal” male or female anatomy. IGM can be extremely harmful to intersex people, causing lifelong physical and mental pain. IGM is entirely legal in Canada. Section 268(3) of the *Criminal Code* contains a provision that protects medical practitioners who mutilate intersex children “for the purpose of that person having normal reproductive functions or normal sexual appearance or function.”

**Therefore, the National Union of Public and General Employees will:**

Continue the Special Pride Committee as the Pride Committee and ensure that the committee meets at least once a year.

Oppose any government legislation that undermines 2SLGBTQIA+ rights.

Continue to support and promote education on 2SLGBTQIA+ issues, including an understanding of social determinants of physical and mental health.

Lobby the federal government to amend section 268(3) of the *Criminal Code* to restrict cosmetic surgeries on intersex children until they are old enough to consent.

Share with Components the best practices regarding collective bargaining for 2SLGBTQIA+ people.

Continue to support organizations that support 2SLGBTQIA+ people.

Publicly support Drag Story Time events and condemn attacks against the spaces and workers hosting them.

Continue to monitor government progress on implementing the 231 Calls for Justice, which include 2SLGBTQIA-specific Calls for Justice.

Lobby federal and provincial governments to collect disaggregated and intersectional data to better serve 2SLGBTQIA+ communities.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#22—HATRED AND DISCRIMINATION TARGETING TRANSGENDER AND GENDER-DIVERSE PEOPLE**

Transgender refers to a person whose gender identity is not the same as the sex they were assigned at birth.

Gender-diverse is an umbrella term that is used to describe gender identities that go beyond the binary of male and female genders. This can include people who are non-binary, gender-queer, genderfluid, or who use a personalized word/neopronoun to represent their gender. Some people who are gender-diverse may also identify as transgender.

NUPGE is dedicated to making all members feel valued and included in the union. Gendered language like “Sisters” and “Brothers” reinforces a male/female binary and can make gender-diverse members feel isolated, misgendered, and othered.

On January 20, 2025—the day he took office—U.S. President Donald Trump signed an executive order titled Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, which declares the federal government will only recognize two sexes: male and female. Legislation and policies targeting transgender and gender-diverse youth have been introduced in Alberta, Saskatchewan, and New Brunswick. Conservative leader Pierre Poilievre has stated that transgender women should be banned from women’s sports, change rooms and bathrooms.

The Canadian Paediatric Society and Canadian Women and Sport issued statements criticizing Alberta’s policies aimed at banning transgender women from women’s sports. Additionally, 70 Canadian feminist organizations came together to issue a joint statement, and 44 organizations and businesses based in Alberta also issued a joint statement criticizing Alberta’s policies.

Dr. Kristopher Wells, the Canada Research Chair for the Public Understanding of Sexual and Gender Minority Youth, compiled a document of 83 statements made by organizations criticizing the other anti-transgender policies announced in Alberta.

Political figures, media personalities, and influencers continue to share misinformation and targeted propaganda about transgender and gender-diverse people. This misinformation flies in the face of research and best practices compiled by health care professionals, scientists, and leading organizations such as the World Professional Association for Transgender Health (WPATH).

Gender affirming care is far more than just surgeries, and it involves teams of medical professionals and multiple evaluations before any medical steps are taken. There are hundreds of studies that show gender-affirming care improves the physical and emotional well-being of transgender and gender-diverse people.

Restricting access to health care for transgender people sets a dangerous precedent that allows politicians to limit health care for people in other demographics.

Should Pierre Poilievre, or anyone who shares his beliefs, form a majority government, the rights and lives of transgender and gender-diverse people in Canada are at risk.

**Therefore, the National Union of Public and General Employees will:**

Oppose legislation at all levels of government that discriminate against or undermine the rights of transgender and/or gender-diverse people.



Create and share intersectional resources that dispel misinformation about transgender and gender-diverse people.

Share with Components the best practices regarding collective bargaining for transgender and gender-diverse people.

Support legal challenges against legislation and policies that discriminate against transgender and/or gender-diverse people.

Resist working with any organizations dedicated to sexuality, gender justice, or advocacy that have transgender exclusionary policies.

Replace the language of *Brothers* and *Sisters* with gender-inclusive terms in NUPGE official communications and at events.

Lobby the federal government to implement the recommendations made in the NDP's *White Paper on the Status of Trans and Gender Diverse People*.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

## Immigrant, Migrant, and Refugee Rights

### #23—AMEND IMMIGRATION LEVELS

#### NUPGE WILL

- lobby Immigration, Refugees and Citizenship Canada (IRCC) to amend Canada's immigration levels plan for 2025 cutting admission for permanent residents and temporary residents by 20 per cent; and
- bring all the Components impacted by new immigration policy together to tackle the issues that have been affecting our members;

**BECAUSE** with this drastic change in policy, hundreds of thousands of temporary residents and workers will be now vulnerable to further exploitation, out of work, rendered illegal, out of status, or worse deported; and

**BECAUSE** Canada's economy depends on racialized workers to deliver care services for housing, health care, hospitality, agriculture, etc.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

### #24—MIGRANT RIGHTS

We are seeing another rise in xenophobic rhetoric and policies in Canada and internationally.

In Europe, the far right has been surging and, in turn, there has been a spike in anti-immigrant policies. The election of Donald Trump in the United States also raises concerns, as Trump



has spread misinformation about migrants and threatened to crackdown on borders.

In Canada, we have also seen a rise in anti-immigrant rhetoric, such as claims that immigrants and migrants are “stealing” Canadian jobs. Migrants, including temporary foreign workers and international students, are being scapegoated for the cost-of-living crisis, particularly regarding housing, and for issues in accessing public services like health care.

But they are not responsible. For example, Migrant Rights Network has noted that in the period that housing prices increased by over 20%, Canada’s population increased by just 3.9%. The real problem is the financialization of the housing market.

We have seen the federal government respond by capping work and study permits and backtracking on commitments to extend status to those already living in Canada, instead of addressing the real root causes of the issues—namely, the underfunding of public services like health care and education and the woefully inadequate funding for new not-for-profit housing units.

Meanwhile, Canada has an aging population and worker shortages in many sectors.

Migrants make invaluable contributions to our workplaces and communities. This was highlighted by the COVID-19 pandemic, where migrant workers were among the essential workers in various sectors, from food production to caring for vulnerable people. Black women and women of colour are overrepresented amongst migrant workers.

And yet, they do not enjoy the same rights and protections as others. They often face unsafe working and living conditions, precarious employment, and barriers to accessing public and social services, all in addition to discrimination, xenophobia, and racism. For many migrants, their work permit is tied to a specific employer, making it extremely difficult to leave unfair or hostile work environments. What’s worse, people with precarious status or no status may be afraid to speak out about injustices, such as unsafe working conditions, for fear of reprisal, termination, or even deportation.

When we fight for the rights of migrant workers, we are fighting to protect all working people. As trade unionists, we know that when one group of workers is targeted or they don’t have the same rights as other workers, the economic elite will use that to undermine pay and working conditions for all workers. Unless all workers are protected, employers and governments—often the same ones scapegoating migrant workers and immigrants—will take advantage of divisions to attack the rights of all workers.

With the rise of the far right and racist, xenophobic rhetoric, it’s more important than ever to combat this, show solidarity with migrants, and support their struggles.

**Therefore, the National Union of Public and General Employees will:**

Continue to advocate for the rights of immigrants, refugees, and migrants, including:

- Advocating for the basic necessities of life for all people living in Canada, regardless of status, including clean drinking water, public health care, adequate housing, food

security, and education.

- Advocate for migrant workers to have the same rights and employment standards as other workers.
- Support the Status for All movement.

Support Components in their work at the provincial level, including convening a meeting to discuss the issue.

Continue to support the work of Migrant Rights Network and Canadian Council for Refugees.

#### **SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

#### **#25—TEMPORARY FOREIGN WORKERS**

#### **NUPGE WILL**

- work with Components to have a working group to help temporary workers;

**BECAUSE** it helps bring awareness to temporary workers and the processes associated with extended employment; and

**BECAUSE** it helps to reduce costs associated with onboarding; and

**BECAUSE** it also aids in employee retention.

#### **SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

## **Anti-hate**

#### **#26—COUNTERING ANTISEMITISM, ISLAMOPHOBIA, AND OTHER FORMS OF DISCRIMINATION**

On June 6, 2021, members of the Afzaal family were walking in London, Ontario when they were intentionally struck by a man driving a truck in an intentional act of racially motivated terrorism. Four members of the family were killed, and a boy was seriously injured. Police investigated further hate-crimes against Muslim people and families in London in June, September, and October 2024. The attack in June was in direct response to a lawn sign advocating for Palestine.

Canada has the highest number of deadly targeted attacks on Muslims of any G7 country. Muslim organizations noted a sharp rise in verbal and physical assaults targeting visibly Muslim individuals after October 7, 2023, likening it with the post-9/11 climate.

Canada has the fourth largest Jewish population in the world. Through NUPGE's Anti-Racism Committee we've heard reports of Jewish members being afraid to wear necklaces with the Star of David at work for a variety of reasons. Some Jewish members fear wearing them

at work due to increased antisemitism and fear of verbal or physical attacks. Other Jewish members fear wearing them at work due to the misconception that criticizing the actions of the state of Israel is antisemitism and/or that all Jewish people support Israel's attacks on Palestine and Lebanon.

Hateful rhetoric attacking Muslims and Jewish people flourishes in online spaces where misinformation runs rampant. No one should feel afraid at their workplace or in society because of their religious beliefs, ethnicity, or identity. NUPGE must do more to counter antisemitism, Islamophobia, and other forms of religious discrimination.

**Therefore, the National Union of Public and General Employees will:**

Fight against misinformation and make the truth accessible.

Lobby all levels of government to counter denialism and misinformation with facts, figures, and stories of the real lives of people in Canada.

Continue to oppose antisemitism and Islamophobia and continue to combat hate in all forms in both the workplace and in Canadian society.

Urge the Components to use their influence to effectively counter antisemitism and Islamophobia by promoting public acts of solidarity.

Continue to build partnerships with organizations and movements that advocate for the rights of equity-deserving groups.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#27—STANDING UP AGAINST HATE**

**INTENT OF RESOLUTION** that the NUPGE speak up against HATE.

**WHEREAS** hate crimes and hate speech are on the rise within Canada

**WHEREAS** we have seen a marked increase in serious hate crimes committed against 2SLGBTQIA+ people, racialized people, people from various religious affiliation, and people from many different marginalized groups and cultural communities and;

**WHEREAS** the human rights of all persons are universal and indivisible, and all people should be able to enjoy the same fundamental rights, regardless of identity;

**THEREFORE BE IT RESOLVED THAT** the NUPGE speak up against HATE.

**SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION**

## Young Workers

### #28—ADVOCATING FOR YOUNG WORKERS

As of October 2024, there are approximately 3.2 million workers ages 15-24, 14.3 million workers ages 25-54, and 4.5 million workers ages 55 and older in the Canadian workforce. For the purposes of NUPGE's Advisory Committee on Young Workers' Issues and research about young workers, a young worker is anyone age 35 and under.

Young workers were significantly impacted by the COVID-19 pandemic. Young workers were at more risk of losing hours of work, becoming unemployed, or losing income as result of the pandemic. Millions of youths had their schooling delayed and interrupted which resulted in finishing school and entering the labour market later than expected. The current cost of living crisis has led to job loss in retail, accommodation and food services—sectors which have historically largely provided entry level jobs for young workers. It's taking young workers and recent graduates longer to find jobs that pay a living wage. Systemic discrimination adds additional barriers for young workers who are female, BIPOC, 2SLGBTQIA+, and those who have disabilities.

Engaging young workers is a challenge for many unions. In addition to delays to entering the workforce, many young workers feel like they need to spend a few years establishing themselves at work before they're open to getting involved in the union. Additionally, many young workers are starting or have families, leaving even less time for union activities. Employers compound this problem by offering fewer full-time positions, forcing young workers to work two or more jobs to earn a living wage (usually without benefits) which eats into the amount of personal time they have. Employers also restrict orientation time with unions which can result in young workers not being aware they're in a union or unclear on what unions do. Once young workers finally have the time to participate in the union there are usually only a handful of years left where they qualify as a young worker.

There can also be an attitude that young workers aren't "ready" or don't have enough to contribute to unions, or that they don't care. It is important to counter this—young workers need to be valued and feel seen for them to participate in union activities.

It should be noted that some young workers prefer the flexible nature of part-time and gig work. Historically, the labour movement has pushed for good paying full-time jobs, but as more part-time and gig workers join unions more needs to be done to ensure they are given a voice. Unions also need to be adaptable to the changing nature of work. AI is evolving at a rapid pace and is being utilized in more workplaces. Unions must keep up with trends in employment and ensure they are serving the needs of and fighting for all members. The young workers of today are the future of the labour movement. More work is needed to ensure their voices are heard.

### **Therefore, the National Union of Public and General Employees will:**

Encourage and assist Components with creating dedicated training program for young workers.

Explore ways to reduce barriers to young workers' participation in unions.

Encourage Components to send young workers to NUPGE's annual Leadership Development School. There will be a minimum of 2 seats dedicated to Young Workers at the school.

Encourage Components, to facilitate young worker participation in NUPGE events.

When the call for resolutions opens prior to the next CLC Convention, submit a resolution to raise the age limit for the Young Workers' Advisory Committee to 35 and under.

Lobby governments to end the cost-of-living crisis.

Encourage Components to engage in succession planning with advice from their young worker committees and young members from a diverse range of backgrounds.

Lobby all levels of government to lower the voting age to 16.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

## Gender Equity and Rights

### #29—IMPROVE HEALTH FOR WOMEN AND GIRLS

**INTENT OF RESOLUTION** to lobby for improved health for all women and girls by addressing the inequality in health across the lifespan and improving access to preventative medicine and reproductive health services particularly for those who are negatively impacted by intersectionality including race, class and sexual orientation.

**WHEREAS** many of our members are impacted by intersectionality. Where identities such as gender, race, class, and sexuality, compound to create inequality that negatively impacts health, an

**WHEREAS** health research has traditionally been focused on men and as symptoms of health issues may present differently in women, underfunding women's health research means that challenges or diseases that affect women and girls remain unaddressed or under addressed, and

**WHEREAS** research shows that women live longer than men, but spend more of their lives in poor health.

**THEREFORE BE IT RESOLVED THAT** NUPGE lobby all levels of Government through its affiliates and other groups for improved access to healthcare for women and girls, including preventative medicine and reproductive health services particularly for those who are negatively impacted by intersectionality including race, class and sexual orientation.

**SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION**

**#30—INTIMATE PARTNER VIOLENCE/DOMESTIC VIOLENCE**

Intimate partner violence (IPV), also known as spousal or domestic violence (DV), is a prevalent form of gender-based violence (GBV). IPV/DV can be physical, sexual, emotional, economic, psychological, or technological actions or threats of actions, or other patterns of coercive behavior, that influence another person within an intimate partner relationship (current or former).

Anyone can be a victim of IPV/DV, but women and girls are more likely to be affected, as are gender-diverse people. The prevalence of GBV, including IPV/DV, is disproportionately higher for women who are racialized, Indigenous, living with disabilities, transgender, immigrants, and refugees. Marginalized women and gender-diverse people also face barriers in accessing supports and avenues for justice. The rate of IPV/DV experienced by rural women is 75% higher than for urban women.

During the COVID-19 pandemic, there was an alarming increase in IPV/DV and the severity of violence being experienced. This was often referred to as a pandemic within the pandemic. There was also an increase in the demands on shelters, both in terms of capacity and in dealing with more severe cases of abuse. In the last few years, the rapid inflation and rise of the cost of living has placed additional stress on households, as Canadians struggle to cover basic needs such as food and housing. These increased pressures can lead to higher rates of violence and abuse.

According to Statistics Canada, in 2021, 90 homicide victims were killed by an intimate partner. Three-quarters of these victims were women and girls. Many organizations that work to raise awareness of IPV/DV are lobbying police services to label homicides of women as femicides (the intentional killing with a gender-based motivation, driven by stereotypes, discrimination, power imbalances, or harmful norms). Such labeling would assist in tracking this problem and using the statistics to raise awareness and lobby governments to act.

In 2021, police reported 114,132 victims of IPV/DV in Canada. 8 in 10 victims of such violence were women and girls. It marked the 7th consecutive year of an increase for this type of violence. It must be stressed that these statistics reflect only police-reported incidents. It is estimated that about half of IPV/DV cases are not reported due to survivors' fear of the stigma and discrimination that they are likely to face in the aftermath of their cases, as well as escalated violence from their partner.

Given the many factors of IPV/DV, there are numerous policy responses that are needed. Access to affordable housing, adequately resourced shelters and transition houses (THs), and community-based supports are crucial to those fleeing violence—for both their immediate safety and long-term healing. Workers in shelters and transition houses are on the front lines of providing support to victims of IPV/DV. As community social services and shelters/THs continue to be underfunded, workers are increasingly forced to work overtime due to understaffing, have heavy workloads, and are suffering from burnout and vicarious trauma. Women's Shelters Canada's Feminist Brain Drain study found that 66% of non-management staff reported earning less than \$50,000/year in 2022.

Addressing the root causes of GBV and IPV/DV is critical. Research has shown that men who are most likely to act violently against women and gender-diverse people have witnessed or experienced violence growing up. It is, therefore, necessary to have social support for children exposed to IPV/DV and to have education within our schools' curriculums, including modules on consent, anti-violence, coercive control, patterns of abuse, and healthy forms of masculinity. Also, resources are required for people who perpetuate violence to assist them in ending the cycle of violence.

**Therefore, the National Union of Public and General Employees will:**

Lobby all levels of government to increase funding to community services and shelters/THs and to ensure that workers in the sector receive a decent wage and benefits.

Work with Components to lobby provincial governments to ensure that IPV/DV leave is paid, and its duration is at least 5 days.

Continue to lobby governments to provide affordable housing, which is crucial to those rebuilding their lives and their children's lives after escaping IPV/DV.

Lobby all levels of government to require education within schools' curriculums on consent, anti-violence, and healthy forms of masculinity.

Continue to support organizations such as Women's Shelters Canada that work to assist people escaping IPV/DV.

Continue to work with its Collective Bargaining Advisory Committee (CBAC) to share language on workplace supports, training, and safety policies.

Continue to assist Components with the coordination of training on IPV/DV at work and provide support to Component IPV/DV facilitators.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#31—PERIOD POVERTY IN CANADA**

People who menstruate spend a great deal of money on the products they need, like tampons, pads, liners, and menstrual cups. And the cost of these products continues to increase, especially with the rapid rise in the cost of living in recent years. Gender-based pricing (known as the *pink tax*), which adds an additional cost to products marketed primarily towards women, is also a factor. It is estimated that the average person who menstruates will spend up to \$6,000 in their lifetime on menstrual hygiene products.

Some people simply can't afford to buy these products or purchase them in sufficient quantities. This is referred to as *period poverty*.

NUPGE's Advisory Committee on Women's Issues (ACWI) has been raising awareness on this issue for several years. ACWI views access to menstrual products as a basic necessity for our members and all people that need them.



Women, girls, gender-diverse people, especially those who are Black, Indigenous, or people of colour (BIPOC), people with disabilities or 2SLGBTQIA+ people are more likely to experience poverty. Those living in poverty, in shelters, or experiencing homelessness may not be able to afford to access menstrual products. Those living in rural or Indigenous communities can pay double the price compared to what the same products cost in larger cities. For those living in the territories, the cost is particularly high, and the products may not be available if cargo doesn't arrive.

Statistics Canada's Consumer Price Index (CPI) in 2023 indicated that the cost of personal hygiene products such as menstrual supplies had increased 6.2% since the previous year. A 2023 Plan International Canada survey, *The Hidden Cost of Periods: A Canadian Perspective*, revealed that 1/4 of menstruating Canadians have had to choose between purchasing menstrual products and other essentials such as food or rent in the past year. The federal government reported that 1 in 5 people who menstruate has stated they may not be able to afford period products at some point in the next 12 months. 1 in 6 Canadians who menstruate has experienced period poverty, and this figure rises to 1 in 4 if their household earns less than \$40,000 a year.

Due to sexism and a lack of adequate health education, there is shame, fear, and stigma surrounding menstruation. Research indicates that 20% of those who menstruate feel judged or treated unfairly at work, or in their relationships, due to their period. Almost 25% of young Canadians (aged 13–21) do not know how people get periods or how to manage them. 36% of menstruators have felt the need to hide their period or period products at work or school.

Women's organizations, period poverty organizations, and unions, including NUPGE, have been raising awareness of the issue and putting pressure on all levels of governments. As a result, several provinces have provided funds to ensure that free menstrual products are available in schools and are working with organizations to provide free menstrual products to shelters and food banks. All federally regulated workplaces must now provide access to menstrual products at no cost. The federal government announced in September 2023 that Food Banks Canada will receive \$17.9 million to work with grassroots organizations serving low-income populations to test various methods of distributing menstrual products and advancing education and awareness. In 2024, the Ontario government introduced the *Working for Workers Five Act*, which will require larger construction projects to provide menstrual products on site.

**Therefore, the National Union of Public and General Employees will:**

Continue to lobby all levels of governments to provide free menstrual products in schools, shelters, community centres, and other public buildings, making them available in all bathrooms, ensuring transgender and non-binary people have access.

Lobby the federal government to introduce legislation similar to Scotland's *Period Products (Free Provision) Act* that provides free menstrual products to all persons who need them.

Continue to lobby all levels of governments to create poverty-reduction strategies to ensure that Canadians have their basic needs met, so that those who menstruate do not have to



make choices between food and/or housing and an adequate supply of menstrual products to ensure their health and dignity.

Lobby provincial governments to include menstrual education in their education curriculum.

Highlight the work being done by organizations such as Moon Time Connections, Period Promise, and Tampon Tuesdays that are providing products to shelters and food banks and raising awareness of period poverty.

#### **SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

#### **#32—THE COST OF BEING A WOMAN: THE PINK TAX PHENOMENON**

Many goods and services marketed specifically to women are priced higher than similar goods and services marketed to men. The Pink Tax is a term used to describe this phenomenon of gender-based pricing that discriminates against women. These gender-targeted price discrepancies have been in existence since the 1990s. This disparity is found across a wide range of products, including hygiene products, clothing, school supplies, health care products, children's toys, health care products for seniors, services such as dry cleaning or haircuts, and financial products.

The term pink tax is based on the packaging and promotion for gender-based items: they are often packaged in pink or lavender and have feminine designs. Although there is no definite tax on these products, many consider the price discrepancy a form of tax.

The reasons for this gender-targeted pricing discrepancy are believed to be import tariffs (Canadian companies pay 0.7% more on women's items), price discrimination (many companies believe that women are less price sensitive and are willing to pay more for health and beauty products), blatant sexism, and gender stereotyping.

In 2021, parsehub conducted a study on the pink tax in Canada and found that women are now paying 50% more for unisex products and, in some categories, 60% more per 100 g of product. The study reviewed data on thousands of products from Shoppers Drug Mart and Walmart Canada. However, there are numerous other companies in Canada and globally that follow the same practices for gender-based pricing.

In total, it is estimated that women in Canada pay an extra \$1,300 per year for products relatively similar to men's. This is on top of a pay-equity issue wherein women still only make between 75¢ and 85¢ for every dollar made by men.

The alarming rate of inflation recently has left many Canadians struggling to meet basic needs such as food, accommodations, and basic services. Adding a gender-based price discrepancy results in women facing an even bigger struggle to meet their basic needs and those of their families.

Women who are Black, Indigenous, persons of colour, persons living with disabilities, immigrants or refugees, precariously employed, or 2SLGBTQIA+ persons already experience higher

economic insecurity. And these pricing discrepancies cut even deeper into their already limited budgets to meet their very basic needs such as food and shelter. Not only does this affect women's income in the present but it also has a harmful impact on their retirement. Those additional expenses during a woman's wage-earning years directly affect how much money they can save for retirement.

**Therefore, the National Union of Public and General Employees will:**

Lobby all levels of government to enact legislation to end the practice of gender-based pricing.

Raise awareness through avenues such as social media about the issue of gender-based pricing and its effects on women and those who use products and services primarily marketed to women.

Encourage its members and all Canadians to support companies that use gender-neutral pricing—for example, some hair salons are starting to charge for the length of hair not based on the customer's gender.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#33—WOMEN AND HEALTH**

Canada's health care system is struggling under the burden of underfunding, lack of health-care providers and political gesturing. Over six million Canadians do not have a family doctor or nurse practitioner. For women and gender-diverse people, even if they do have a health-care provider, they often struggle with their pain being disregarded and not being listened to regarding their symptoms. The stereotype that women and gender-diverse people are overly sensitive or exaggerating their pain for attention results in women living in severe pain, having symptoms that affect their ability to work, impacting their quality of life, and can put their lives at risk.

Compounding the issue is the fact that women's health research receives less than 7% of medical research funding in Canada according to the Women's Health Collective Canada (WHCC). In 2020, only 5.92% of Canadian Institutes of Health Research (CIHR) grants mentioned female-specific health and the duration of grants was significantly shorter. Research must be done to determine how symptoms manifest differently for women than men. One example is heart disease which is the most prevalent condition that harms and kills women. Yet, it has been only recently that science has discovered the symptoms and complications of heart disease present differently in women than men – often with more complex and undetectable symptoms.

Women have been excluded from most clinical trials as scientists believed that female hormones would impact and distort results. This impacts the knowledge and risks associated with drug effects in women, which has resulted in women experiencing up to 75% of adverse drug reactions.

In areas of women's anatomy, conditions such as painful periods, perimenopause, and

menopause are often not adequately addressed. Many issues that are associated with a women's menstrual cycle such as pain and premenstrual syndrome (PMS) are often dismissed or unaddressed. This can have direct effects for women; for example, severe chronic pain can be a symptom of endometriosis which, if not treated, can lead to infertility and other health issues. According to Statistics Canada, perimenopause and menopause affect an estimated 10 million Canadian women over the age of 40. The Menopause Foundation of Canada reports that 1 in 4 women suffer with severe menopausal symptoms and 10% may stop working due to unmanaged symptoms. A study done by the Women's Health Strategy reported that nearly 85% of women felt that their voices were not being heard when seeking maternity care.

Many women face stigma and shame when seeking mental health support, particularly for issues such as postpartum depression or domestic violence. Stereotypes regarding women's emotional sensitivity, often described as "hysteria", have historically reinforced the concept that women's mental health concerns are not as valid or serious as men's. This has led to less recognition and treatment for women suffering mental illness which can have drastic impacts and, sometimes, fatal results for women.

Overall, women of colour, especially Black women, often experience misdiagnosis or delayed diagnosis due to healthcare provider bias. The Black Women's Institute for Health reports that there are alarming healthcare disparities for Black women which include poorer perinatal health outcomes, higher risks of developing cardiovascular diseases and aggressive forms of cancer. This bias extends to diverse cultural backgrounds that often require specific healthcare services that consider translation needs or cultural understanding around family planning, childbirth practices or gender roles.

A 2023 study done by the Canadian Medical Association found that compared with non-Indigenous females, First Nations, Métis and Inuit females reported worse physical and mental health and a higher prevalence of diagnosed chronic diseases, especially mood or anxiety.

Women living in remote or Northern communities may face significant challenges accessing healthcare facilities, leading to disparities in care and health outcomes. The Canadian Institute for Health Information states that residents of rural and remote areas have higher rates of chronic disease and lower rates of preventative care.

Given the fact that half of Canada's population is female, these disparities in healthcare must be addressed immediately to ensure the wellbeing and health of women.

**Therefore, the National Union of Public and General Employees will:**

Lobby the federal government to increase funding for women's health programs and research.

Work with its Advisory Committee on Women's Issues to raise awareness of the disparities that exist in the Canadian healthcare system regarding women's health.

Work with its Collective Bargaining Advisory Committee to produce sample contract language and/or policy language that would allow women to take time off without stigma or financial

penalty for issues related to hormonal health such as menstrual pain.

Hold a women's conference in the fall of 2025 with a focus on mobilizing to ensure that women's health is priority for all levels of government. The National Union will consult with its Canadian Health Professionals Secretariat and the Advisory Committee on Women's Issues on the content of this conference.

Develop on the Nation Union website a list of resources specific to women's health.

Work with the Canadian Labour Congress and the Canadian Health Coalition to raise awareness and apply pressure on the federal and provincial governments to address the issue.

#### **SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

##### **#34—WOMEN'S ISSUES**

**WHEREAS** "Pink Tax" is a term used to describe gender-based items often packaged in pink or lavender with feminine designs and are priced higher than products without feminine designs; and

**WHEREAS** a 2021 study conducted by Parsehub discovered that women are paying 50% more for unisex products and in some categories 60% more per 100g of product; and

**WHEREAS** "Pink Tax" covers products including hygiene, clothing, school supplies, health care products, children's toys, seniors' support products, services such as dry cleaning or haircuts, and financial products; and

**WHEREAS** people requiring women's-targeted products may pay up to an extra \$1300 per year for these products over unisex products or products marketed towards men.

**THEREFORE BE IT RESOLVED THAT** that the National Union of Public and General Employees will lobby the federal government to put an end to gender-based pricing in Canada.

#### **SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

## **Public Health Care**

##### **#35—ACCESS TO HEALTH CARE AND COMMUNITY SOCIAL SERVICES**

**WHEREAS** access to health care and community social services is often limited or inadequate for non-English speakers because of a lack of translation services and capacity,

**THEREFORE BE IT RESOLVED THAT** NUPGE call on the federal government for targeted funding to support in-house interpretation services in public health care and community social services settings where there is demonstrated need for those services.

#### **SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

**#36—ADDRESSING THE CRISIS IN HEALTH CARE WORKER SHORTAGES**

The Canadian public health care system is in a state of profound crisis. Chronic underfunding, a lack of coordinated planning, and the lack of attention to the shortage of public health care workers have undermined our public health care system and the faith of the Canadian public. While there was much public support for front-line health care workers during the pandemic, the support did not compel governments and employers to take action to support the highly trained health care workers who provide the care to patients.

The shortage of health care workers, including allied health professionals and support staff, is impeding our ability to deliver quality care. This shortage is not a temporary problem: it is the result of years of neglect and poor planning at both federal and provincial levels. The problem has been further intensified by an aging population, an aging workforce, and an increasing demand for services.

Strong action is needed to retain public health care workers and to provide support for further recruitment and training of health care workers to address the shortages. Without dramatically increased retention and recruitment efforts, we will see more public health care workers leaving the system, leading to even more chaos and harm to patients.

Health care workers themselves are also harmed by the constant shortages. They are compelled to work harder without breaks and with untenable workloads, causing harm to their own mental and physical health.

Governments need to be providing emergency funding to our health care system to address urgent needs, but they must also work on deeper structural issues. These include staffing coordination across jurisdictions, and retaining, recruiting, and training health care workers.

The current fixation on the false solution of increased privatization must be stopped. Private, for-profit staffing agencies are draining the public health care system of workers as are for-profit clinics. Both only worsen the situation. Privatization, which includes private virtual health care, threatens the accessibility and equity of health care, increases costs and undermines public trust in our health care system.

The National Union of Public and General Employees (NUPGE) recognizes that the federal government must take a leading role in addressing the health human resources crisis. The government must work with all other stakeholders, including unions, professional associations, educational institutions, employers, and provincial and territorial governments.

Together, we need to implement a Pan-Canadian Health Human Resources Strategy to anticipate and mitigate workforce shortages, improve working conditions, and ensure that health care workers are supported in their roles. The strategy must also include standardized data collection to allow for effective planning and policy-making, as well as enhanced mental health and safety support initiatives to protect the well-being of health care workers.

Additionally, there is an urgent need for increased federal funding specifically targeted at retaining health care workers in the public system. This funding must be directed towards improving wages, working conditions, and providing professional development opportunities

that will keep skilled workers within the public sector.

The establishment of a Public Agency for Mobile Health Workers Staffing is also critical to regulating and stabilizing the workforce, ensuring that all Canadians have access to the care they need, regardless of where they live. This public agency would remove the need for private health staffing agencies, which undermine public health care delivery.

The crisis in health care staffing is not just a problem for health workers: it is a national emergency that threatens the health and well-being of every person in Canada. NUPGE calls on the federal government, working with all stakeholders, to take immediate action to address this crisis and protect our public health care system.

**Therefore, the National Union of Public and General Employees will:**

Advocate for the immediate implementation of a Pan-Canadian Health Human Resources Strategy to address workforce shortages.

Call on the federal government to significantly increase funding for health care worker retention programs, including creating an immediate emergency fund for this purpose.

Support the creation of a Public Agency for Mobile Health Workers Staffing to regulate and stabilize the sector.

Demand enhanced mental health and safety support programs for all health care workers.

Promote the standardization of health workforce data collection to enable effective planning and policy-making as part of a Pan-Canadian Health Human Resources Strategy.

Call for a Public Health Care Sectoral Table, adequately funded and tasked with coordinating the Pan-Canadian Health Human Resources Strategy, working with other relevant public agencies, including provincial and territorial agencies.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#37—COMMUNITY HEALTH WORKERS**

**NUPGE WILL**

- lobby the federal government to fund home support services for seniors; and
- demand to have all community health workers position holders to have guaranteed paid hours of work and implementation of Employment Standards in B.C. and across Canada;

**BECAUSE** community health workers are an invaluable part of the health care system, performing nurses' tasks such as administering medications, wound care, changing urostomy bag just to mention a few. As such, all community health workers who hold positions must have guaranteed paid hours of work; and

**BECAUSE** the health authorities in B.C. have different practices on paid hours of work for all

position holders community health workers in B.C. They must have guaranteed paid hours of work just like care aides that work in long term care facilities; and

**BECAUSE** all community health workers who hold positions in B.C. must have guaranteed paid hours of work, including the implementation of Employment Standards in B.C. and across Canada. This will fix the issue of recruitment and retention.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

### **#38—EXPANDING PUBLIC HEALTH CARE**

Public health care in Canada, over 50 years old, is still strongly supported by Canadians. While Canadians remain deeply committed to the principle of health care access based on need, not the ability to pay, the system is struggling and must expand to meet the evolving needs of patients. This expansion must include pharmacare, mental health services, long-term care, home care, dental care, virtual health care, and more. These services must be delivered publicly, adhering to the principles of the *Canada Health Act* (CHA)—equity, accessibility, and universality—ensuring they remain part of our public health care system.

Our health care system is under immense strain and, without expansion, it risks failing to meet the rising demands of an aging population, increasing rates of chronic illness, and a growing mental health crisis. As health care costs rise, we must ensure these services remain publicly delivered to counter privatization and the expansion of for-profit health care delivery. Lack of enforcement of the CHA, and the privatization agenda of some governments, are putting the whole public system at risk. New and stronger enforcement mechanisms are needed to halt these violations and ensure accountability.

Originally focused on primary care and hospitals, the current system is too limited for today's needs. Expanding coverage under the CHA, as well as within provincial and territorial legislation, will ensure all health services are accessible to everyone. Publicly funded, not-for-profit care is essential to ensure the sustainability and equity of our system.

Without expansion in the public system, inequitable access and gaps in care will continue. For example, 1 in 5 Canadians lacks dental insurance. Many are forced to choose between essential medications and basic necessities. The COVID-19 pandemic further exposed the inadequacies of long-term care, disproportionately affecting low-income Canadians and vulnerable populations. Mental health care is also very inequitably distributed and, for many, difficult to access.

To fund this expansion, the federal government must increase health transfers to provinces and territories, with strict guarantees that these funds are dedicated to public health care. Concurrently, provinces and territories must also increase their investment in health care. Strengthened CHA enforcement will ensure that provinces comply with national standards and prevent health care dollars from being diverted to other areas.

An expanded public health care system is not just about responding to current needs, it's about preparing for the future. Within 20 years, nearly 1 in 4 Canadians will be over 65. This



will increase the demand for long-term care, home care, and chronic-disease management. By expanding and integrating these services under our public health care system, we can create a more coordinated system that reduces strain on emergency rooms and acute care while ensuring equitable, comprehensive care for all Canadians.

**Therefore, the National Union of Public and General Employees will:**

Call for the expansion of public health care to include single-payer pharmacare, mental health services, long-term care, dental care, and virtual health care.

Ensure new programs are public, permanent, embedded in and compliant with the CHA, and fully funded.

Call for increases to the Canada Health Transfer, which must be tied to increased public health care spending, reaching an immediate rate of 35% of public health care costs, with future increases targeted to reach 50% of expenditures.

Demand that increased federal transfers be contingent on concurrently increased provincial and territorial health care investments, while enforcing compliance and enforcement within an expanded and strengthened CHA.

Oppose and challenge all forms of privatization of our health care system, and instead strongly advocate for public solutions.

Work with health care advocates to protect and strengthen our public health care system.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#39—HEALTHCARE RECRUITMENT**

**NUPGE WILL**

- with the help of the Canadian Labour Congress will determine why there is flight from the healthcare and health services workers industry, develop recruitment and retention strategies and present those strategies to provincial and federal governments to address those root causes;

**BECAUSE** there is a staffing crisis in health care and health services across all components.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

**#40—IMPROVING LONG-TERM CARE AND HOME CARE**

Canada's growing senior population continues to place immense pressure on the health care system, particularly in home care and long-term care (LTC). Today, 20% of Canadians are over the age of 65, and the need for reform regarding how we deal with our aging population and vulnerable Canadians has only become more urgent.



Both LTC and home care are patchwork systems across the country with varying degrees of private delivery, but with high degrees of public funding for these services. This means that there is no national oversight, there are no common standards and guidelines for care, and even the level of care varies depending on who has been contracted to provide care. Our public health care system is based on attempting to provide equitable services to all Canadians. Although this can be difficult, because LTC and home care are outside our public health care system, most provinces seem to have chosen a mixed delivery model with private sector for-profit delivery often eclipsing public services.

The COVID-19 pandemic starkly revealed the weaknesses of for-profit models of care. In all but one province, for-profit LTC facilities had significantly higher mortality rates, largely due to chronic understaffing, lack of access to personal protective equipment (PPE), and poor protocols for infection control. In Ontario, one study showed that deaths in publicly run facilities were 4 times lower than in private, for-profit facilities.

Non-profit and publicly funded facilities were better equipped to respond to the crisis, and this is likely because they were focused on providing patient care without a need to focus on extracting profit. Evidence shows that, in general, publicly funded and non-profit LTC homes not only deliver better care but also protect health care workers by providing safer working conditions and better staffing ratios.

In both LTC and home care, most of the workers are female, and there is a high proportion of racialized workers. This sector features highly demanding physical and emotional work with low wages. Through the tragedy of the pandemic, Canadians were given a glimpse into the difficulties associated with caring for our seniors when resources and support are inadequate.

Much like other parts of health care, seniors' care has been chronically understaffed and under-resourced. Exacerbating the problem is the high level of privatization and the number of for-profit providers operating with low levels of government oversight and a lack of clear guidelines regarding management of these facilities, including staffing ratios and hours of care.

Like many aspects of our health care system, the most effective way to deal with the problems in LTC is by keeping people out of LTC facilities. This is where the lack of attention to home care in Canada is harming our overall health care system. Without proper supports to keep seniors and vulnerable people who need specialized care in their homes, more people suffer falls and situations that make staying at home impossible. With adequate home care, we could better meet people's needs and reduce or delay the number of seniors ending up in hospital and ultimately in LTC facilities.

Overall, the solution is clear:

1. Provide adequate support for seniors and people with disabilities to remain in their own homes for as long as possible through home care.
2. When that is no longer possible, provide support in assisted-living facilities or LTC facilities that are publicly run and have high-staffing levels and adequate resources.

We need to shift away from profit-driven care and towards a more robust, publicly funded system that prioritizes the well-being of seniors and the workers who care for them. Instead, Canada has a patchwork system where most provinces invest heavily in private LTC and inadequately fund home care. The result is inadequate staffing, with workers facing high workloads and mental health strains.

Unfortunately, instead of learning from the systemic issues that were exposed during the pandemic, most provinces and territories have doubled down on turning to the private sector to try and address the massive shortages in LTC spaces. While there have been some attempts to tighten up regulations on these providers, the reality is that, without clear and enforceable standards that include staffing ratios and hours of care, patients and workers will not see the improvements they deserve. It is time to admit that the model of handing these responsibilities over to the private sector has failed: private providers are not meeting the demand, and government must admit this failure and choose a public solution to solve this crisis.

Home care, ironically, is even more hard-pressed since the pandemic. Many home care workers are being drawn by the labour shortages in other areas of health care to move to higher paying and less transient working situations. This has left home care workers again struggling to provide care in the community, and it has left those seniors who want to stay in their homes even more vulnerable.

Bringing LTC and home care under direct control of our public health care authorities with clear protocols for care would improve the well-being of our most vulnerable patients. It would enhance coordination between hospitals and LTC and home care and result in a major benefit to the overall state of our health care system by improving overall care and transfer of care between parts of our health care system.

**Therefore, the National Union of Public and General Employees will:**

Continue to demand passage of a federal Safe Long-Term Care Act that has enforceable and clear guidelines for staffing and hours of care, as well as sanctions for violations.

Continue to demand that long-term care and home care be brought under the *Canada Health Act*.

Call for major investment in public LTC facilities by all levels of government to address the untenable shortages in LTC beds.

Press for more community-based care, including home care, to reduce the stress on LTC and on other aspects of our public health care system.

Continue to advocate for better working conditions, fair wages, and support for the mental and physical well-being of the workers in LTC and home care.

Call for a comprehensive national strategy to reform and support public home care and LTC systems, with an emphasis on eliminating for-profit care models.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD****#41—LONG TERM CARE**

Since the pandemic, long term care in Canada has been in crisis with responsibility and funding held by different levels of government.

This has meant that the people of Canada live with a patchwork of care that range from fully private care to partially or wholly municipally or provincially funded care.

While some national standards now exist, they are not properly enforced or funded.

**Therefore, the National Union of Public and General Employees will:**

Call for national standards of care for long term care facilities that reflect best practices in Canada and elsewhere and

Continue to advocate, in conjunction with Components, for public long term care homes and for

Dedicated funding from the federal government to ensure that public systems can operate without massive waitlists.

**SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO****#42—NATIONAL ALLIED HEALTH STRATEGY AND HEALTH HUMAN RESOURCES PLAN**

That NUPGE advocate for a coordinated national allied health strategy and human resources action plan to address chronic labour shortages across the provinces. This would entail working with stakeholders to ensure sufficient funding for education and training, recruitment and retention initiatives, and wages.

**SUBMITTED BY MANITOBA ASSOCIATION OF HEALTH CARE PROFESSIONALS****#43—OVERDOSE CRISIS**

Canada ranks second in the world for overdose deaths per capita, with the US ranking first. In March 2024, the federal government released national data on opioid and stimulant-related harms indicating that an average of 22 people are dying from an overdose every day. There are approximately 80 opioid-related emergency department visits per day. From January to September 2023, there were 33,015 emergency medical services (EMS) responses for suspected opioid-related overdoses. The reality is that the number of overdose deaths in Canada indicates an epidemic.

Since the realization of the overdose crisis in Canada in 2016, unions focused on how dealing with this issue affected our members. However, missing in the conversation is the reality that the overdose crisis is not only about health and safety issues, but it is also about how it is

affecting our members and their families.

The effects of having a loved one/family member who is suffering from addiction is emotionally overwhelming and affects many aspects of an individual's and family's life. Our members who are working on the front lines are not only experiencing overwhelming workload and stress, but given the extent of the overdose crisis, may also be dealing with family members who are struggling with addiction, or who, tragically, have died. The overdose crisis has become a political issue, with politicians discussing the best approach to dealing with an issue that is taking so many lives. Many experts working in the field of addiction stress that harm reduction is a pathway to treatment and recovery. But too often the evidence is ignored, and cynical politicians claim that supervised consumption sites and recovery/treatment programs are incompatible, instead of acknowledging that both are needed.

Several provincial governments have chosen to close safe consumption sites. They claim to be providing treatment and recovery centers as an alternative, but the number of spaces being funded isn't nearly enough to meet demand. And the role safe consumption sites play in putting people in touch with treatment options and keeping people alive until they can get treatment is ignored.

The federal government has recognized the importance of harm reduction, which includes measures to support people who are using drugs, given how deadly illegal drugs are. As of October 2023, over 54,000 overdoses were responded to in supervised consumption sites across Canada. The federal Minister of Mental Health and Addictions has acknowledged that these sites are lifesaving, as they protect communities by reducing public drug use, the spread of infectious diseases, and the strain on EMS. It was also noted that, at these sites, more than 424,000 referrals were made to connect people with health and social services, including primary medical care, counseling, and housing and employment support. If the federal government realizes the importance of safe consumption sites, why have they not applied more pressure on provincial/territorial governments to ensure these sites are available, as many experts working in the field of addiction stress that harm reduction is a pathway to treatment and recovery.

Another element of the discussion is that trauma and addiction are closely linked. The word trauma literally means wound, shock, or injury. Experiencing trauma overwhelms a person's capacity to regulate their emotions and make sense of the world and their experience. This can result in fragmentation, dissociation, and dysregulation, which increase the risk of using drugs as an individual seeks to numb or disassociate from the experience. Numerous research studies confirm the link between traumatic experiences in childhood and addictive behaviors in adulthood. Therefore, the treatment of addiction requires a trauma-informed perspective to address both the experience of trauma and the resulting addiction. Assuring that mental health support is immediately available and well-funded is a crucial part of dealing with addiction.

The reality is that lives depend on a rapid change in the response from all levels of government in Canada regarding the overdose crisis.

**Therefore, the National Union of Public and General Employees will:**

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. This should include safe/supervised consumption sites and addiction medical services in hospitals as a path to integrating addiction services into the public health care system.

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 develop a coordinated approach to the overdose crisis.

Lobby the federal government to amend the Controlled Drugs and Substances Act to remove the possession of opioids as an indictable offence liable to imprisonment, so that those suffering addiction do not acquire criminal records, which make rebuilding after recovery more difficult.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

#### **#44—POLITICAL ACTION**

**WHEREAS** recent events in the USA have galvanized anti-abortion organizations to take actions towards limiting, restricting, and/or outright banning access to abortion services; and

**WHEREAS** access to abortion is an important part of reproductive healthcare; and

**WHEREAS** access to abortion widely varies across Canada and is heavily dependent on proximity to an urban centre.

**THEREFORE BE IT RESOLVED** that NUPGE lobby the federal government to remedy the lack of availability, and address the lack of funding for administration for abortion services.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

#### **#45—RECRUITMENT AND RETENTION OF HEALTH CARE WORKERS**

**WHEREAS** there is a shortage of staff across all health care sectors, and

**WHEREAS** many immigrants are highly trained health care workers who are denied working in Canada in the professions they trained and qualify to practice; and

**THEREFORE BE IT RESOLVED** that NUPGE lobby the federal government to reduce barriers for foreign-trained health care professionals to be able to work in their fields in the Canadian health care system.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

**#46—SAFE SUPPLY**

**WHEREAS** the overdose and toxic drug supply crisis continues to kill Canadians,

**THEREFORE BE IT RESOLVED** that NUPGE advocate for a safe supply strategy to address this national crisis overdose and toxic drug supply crisis.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

**#47—SENIORS' CARE**

**WHEREAS** there is a lack of community resources, especially around home support staff and front-line staff, leading many Canadian seniors to struggle to continue to live safely in their own homes; and

**WHEREAS** there has been an increase in seniors in hospitals awaiting transfer to long term care due to the lack of home supports in the community;

**THEREFORE BE IT RESOLVED** that NUPGE will lobby the federal government to allocate federal funding target at-home support for seniors across the country.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

**#48—STOPPING THE EXPANSION OF PAID PLASMA IN CANADA**

Canada is at great risk of doing permanent damage to our blood and plasma collection system and our public health care system by allowing the expansion of paid-plasma collection. There is broad consensus that allowing payment for blood, plasma, and human organs and tissue is abhorrent and dangerous. The World Health Organization, European Blood Alliance, and the International Red Cross, to name a few, are all against paid collection of plasma as a risky practice that puts our voluntary blood and plasma collection system in jeopardy.

Despite the evidence and that Canadian Blood Services (CBS) is the guardian of the public blood and plasma supply in Canada, CBS leadership has signed a 15-year secret deal with Grifols, allowing this Spanish corporation to greatly expand paid-plasma collection in Canada.

Public health care advocates have been fighting for many years to block the expansion of paid plasma in Canada, citing the risk to our voluntary blood-collection system. The commercialization of plasma collection, as seen in 4 Canadian provinces (and that will likely be seen soon in Ontario), is a form of health care privatization that compromises our public health care system. This expansion will erode voluntary donations, as paid-plasma clinics create exclusion zones that limit voluntary collection within those regions and the system compels more people to shift to sell their plasma. Voluntary blood and plasma donation ensures that blood and plasma are public goods, not commodities to be used for profit.

Beyond the actions of some provincial governments, and the rise of municipal resolutions against paid plasma such as the one passed in Hamilton in 2024, there has been no federal

government action against paid plasma. With a federal election looming, and with the rising threats to public health care, it is important to demand protection of our voluntary blood and plasma system and all public health care.

**Therefore, the National Union of Public and General Employees will:**

Continue to work with allies to block the expansion of paid plasma in Canada and to push for the expansion of our voluntary blood and plasma collection system to meet the needs of Canadians.

Call on the federal government to pass comprehensive legislation banning payment for blood and plasma.

Advocate for provincial governments to fund CBS to expand voluntary plasma collection and to bring the small number of paid plasma clinics currently operating into the voluntary collection system.

Call on the CBS board and executives to suspend their contract with Grifols, and to present to the provincial health ministers a credible and costed plan to expand voluntary plasma collection in Canada.

Demand CBS board and executives protect the rights of CBS workers and cease contracting out the work of unionized workers to non-union workers.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#49—SUPERVISED CONSUMPTION SITES**

**NUPGE WILL**

- collaborate with affiliated unions, the Canadian labour Congress, and relevant national drug policy organizations to
  - demand that the federal government not close, interrupt, or otherwise restrict access to supervised consumption services; and
  - demand the expansion of supervised consumption services under the principles of the *Canada Health Act* of publicly administered, comprehensive, universal, portable, and accessible;

**BECAUSE** by the federal government's own statistics, between 2017 and 2023, workers at Canada's supervised consumption sites served roughly 361,000 Canadians, and

**BECAUSE** the workers at these health care facilities attended 49,000 drug related medical emergencies; and

**BECAUSE** the toxic and unregulated drug supply has killed approximately 49,105 people since 2016, making these lifesaving services a vital part of our national drug strategy; and

**BECAUSE** the very existence of these lifesaving facilities is under threat from both provincial

and federal politicians, in a crass ploy to win votes through strategies of moral panic through disinformation.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

## Education and Training

### #50—AFFORDABILITY

**WHEREAS** student loan debt is an added pressure to all healthcare workers who are already struggling with the increased costs of living; and

**WHEREAS** the federal government student loan program includes a student loan forgiveness program for doctors and nurse, and excludes other critical members of the health care team, and

**WHEREAS** repayment assistance plans are currently determined using gross income, which does not accurately depict an individual or household's ability to make the prescribed student loan payments.

**THEREFORE BE IT RESOLVED THAT** NUPGE work with other labour and student advocacy organizations to lobby the government to reevaluate its National Student Loan Repayment Assistance Plan and advocate for an expansion of the student loan forgiveness program to include all health care workers, and

**BE IT FURTHER RESOLVED THAT** NUPGE advocate for the National Student Loan Repayment Assistance Plan to be adjusted to tie repayment terms to net income, and not gross income.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

### #51—FAIR FUNDING FOR COLLEGES

Canada's egregious changes to immigration policies have resulted in unprecedented job losses and precarity for members in the College sector.

This has been exasperated by a lack of funding from provincial governments to education at the College level and

Has created problems for international students and encroached on their rights as students and as workers (because many of them are also members).

**Therefore, the National Union of Public and General Employees will:**

Work with Components to advocate for fair funding for public Colleges where members work and

Demand that the Canadian Labour Congress work with NUPGE and other impacted unions



to work with the federal government to work with lower levels of government to restore funding to Colleges and to restore justice and balance for international students in Canadian visa programs and

Continue to partner with organizations like the Migrant Rights Network and Canadian Council for Refugees on these issues.

**SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO**

#### **#52—FREE AND ACCESSIBLE EDUCATION**

##### **NUPGE WILL**

- work with the Canadian Labour Congress to lobby the federal government to adequately fund public post-secondary education;
- work to ensure that all elements of the overall student experience, including housing, public transport and grants are available to all students; and
- call on the government of Canada to enact legislation that will make each level and field of education free and accessible to all;

**BECAUSE** financial barriers to accessing public education are rising; and such rising barriers make education less inclusive; and

**BECAUSE** equal access to public education, not depending on the student's race or class, is one of the foundations of a fair and democratic society; and

**BECAUSE** education is a human right.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

#### **#53—INTERNATIONAL STUDENT EMPLOYMENT**

##### **NUPGE WILL**

- lobby the Immigration, Refugees and Citizenship Canada (IRCC) to allow international students to be employed as full-time status, regardless of studies being in session;

**BECAUSE** it is prohibitive to allowing them to adequately support themselves; and

**BECAUSE** it is discriminatory practice as there are no work limits on Canadian students; and

**BECAUSE** of cost of living; and

**BECAUSE** of exploitation.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

**#54—POLITICAL ACTION**

**WHEREAS** equity-denied groups, including (but not limited to) Indigenous, Black and People of Colour, and the 2SLGBTQIA+ community are under-represented at all levels of government; and

**WHEREAS** political engagement and training is a shared priority of the labour movement.

**THEREFORE BE IT RESOLVED** that NUPGE work with the Canadian Labour Congress to offer training and education opportunities for equity-denied members of its affiliates to develop leadership skills and run for political office.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

**#55—POST-SECONDARY EDUCATION**

The public post-secondary education (PSE) system plays a vital role in our communities and in our economy. Universities and colleges—and the workers who keep them running—contribute to knowledge and skills development, as well as providing other supports to students. PSE is particularly important for meeting the economic, social, and environmental challenges we face, from staffing shortages to climate change.

However, public PSE is chronically underfunded in Canada. Since the 1980s, government funding to PSE has decreased. Tuition and fees make up an increasing portion of PSE institutions' revenues.

Insufficient funding impacts PSE programs and services and the working conditions in the sector. Many PSE workers are precariously employed, working on a temporary, contract, or part-time basis. Workers from equity-seeking groups are more likely to be working in contract positions. Insufficient government funding also contributes to rising costs for students. Tuition has steadily increased for decades. Institutions have also become more and more dependent on international students, charging them exorbitant fees.

The problems in the sector became exposed when the federal government announced in 2024 a cap on international student study permits. The government also made changes to the post-graduation work permit (PGWP) program so that college graduates will no longer be eligible for a PGWP unless they graduate from a program in certain fields of study determined to be in high labour market demand nationally. The focus on fields where there are national labour market shortages, while important for these sectors, overlooks the needs in specific regions or communities across the country.

These changes have led to a significant drop in international student enrollments. PSE institutions, especially colleges, have responded with hiring freezes and layoffs, suspending or eliminating programs, and closing campuses. This is having devastating impacts on students and workers in the sector and on local communities.

PSE institutions, especially colleges, are increasingly incorporating micro-credentials, which are short-term, focused courses aimed at people who are upgrading their skills or retraining.

Micro-credentials may supplement existing programs and meet re-training needs. However, they are not a substitute for robust programs that provide comprehensive education and training. There is concern that institutions and governments will prioritize micro-credentials at the expense of robust programs, thus presenting students and workers with Band-Aid solutions in a difficult or changing labour market. It is not yet clear how the growth of micro-credentials would impact PSE workers.

The PSE sector needs adequate and consistent levels of government funding to support high-quality public education and training that are accessible to everyone. The federal government has a role to play in funding public PSE across the country.

**Therefore, the National Union of Public and General Employees will:**

Highlight the important role of the public PSE system in our communities and our economy.

Work with Components to respond to the crisis in PSE made worse by the federal government's immigration policy changes, recognizing the impacts and needs vary across Canada.

Call on governments to address chronic underfunding, which is the root cause of issues like precarious employment and staffing shortages. In particular, call on the federal government to create a dedicated Canada Education Transfer to the provinces for PSE and establish a Canada Post-Secondary Education Act that would create national standards for this funding to ensure that PSE is publicly administered, universally accessible, and high quality.

Monitor the use of micro-credentials, including the impact on PSE workers, and take the position that micro-credentials should not be a replacement for robust programs.

Support Components and members working in the PSE sector by exchanging information and coordinating efforts where appropriate.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

## **Criminal Justice System**

### **#56—CRISIS IN PROVINCIAL CRIMINAL JUSTICE SYSTEMS**

Canada's provincial criminal justice systems are in crisis for workers, for those who are incarcerated, and for those on probation and parole. Workers in community corrections face heavy workloads, have low or uncompetitive wages, and they are regularly exposed to traumatic experiences, which all lead to recruitment and retention problems.

Furthermore, there are too many institutions that are dilapidated, old, and crumbling, with unsanitary and inhumane living conditions. They are dangerously overcrowded, and they have poor ventilation and low-quality air filtration, which make them susceptible to outbreaks of dangerous viruses and hazardous infectious communicable diseases.

Correctional facilities have become institutions of last resort for people with addictions and

mental health issues, with limited access to adequate treatment programs or rehabilitation services.

What all this means for front-line corrections workers is exposure to extremely dangerous work environments with serious health and safety risks. There are daily incidents of violence directly related to overcrowding. And workers (officers and community corrections) receive little to no special training for dealing with offenders and clients with mental health or addictions issues. And there are not enough correctional nurses to cope.

There is a critical shortage of workers in community corrections and institutions, and ongoing problems recruiting and retaining for all categories of work.

It should therefore come as no surprise that many correctional workers suffer from mental injury. For example, correctional officers are almost 5.5 times more likely than the general population, and the highest among all public safety personnel, to screen positive for clinically significant symptoms consistent with one or more mental disorders.

**Therefore, the National Union of Public and General Employees will:**

Work with Components to

- defend the rights, and improve the working conditions of all justice workers;
- condemn the overcrowding crisis in provincial and federal correctional facilities;
- raise awareness regarding the crisis of understaffing, recruitment, and retention due to inadequate compensation, poor health and safety conditions, and violence against workers;
- lobby for minimum staffing levels and supports for mental health and addictions;
- promote and amplify actions and communication strategies addressing the crisis in provincial criminal justice systems;
- educate the public that incarcerating people with addictions and mental illness is an inhumane, unacceptable, and unjust policy response to inadequate community mental health supports;
- lobby for additional support services (e.g., halfway houses, group homes, and treatment programs).

Work with the Mental Health Commission of Canada to create an action plan that protects the mental and physical health and safety of workers and all those who come into contact with the criminal justice system.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

## Emergency Preparedness

### #57—NATIONAL OCCUPATIONAL CLASSIFICATION WILDFIRE

#### NUPGE WILL

- continue to lobby the federal government and the necessary bureaucrats to update the National Occupational Classification to include Wildfire fighters in the Firefighter classification;

**BECAUSE** wildfire fighters are excluded from the firefighter class for no apparent reason; and

**BECAUSE** this is needed recognition for the dangerous work that wildfire fighters face; and

**BECAUSE** by excluding wildfire fighters, members may face difficulty immigrating to Canada under the express entry program.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

## Community Services

### #58—ADVOCATING FOR MULTI-YEAR FUNDING FOR COMMUNITY-BASED ORGANIZATIONS

Community-Based Organizations (CBOs) provide essential services to vulnerable and underserved residents, offering consistent and meaningful support. Yet they face significant funding instability due to short-term funding arrangements.

Current funding agreements for many CBOs do not align with the length of collective agreements negotiated with employees, creating challenges for both employees and employers.

Inconsistent funding leads to job uncertainty, high staff turnover, and compromises in the quality of care provided to patients and clients.

Short-term funding exacerbates economic instability, particularly for equity-seeking populations who make up a large portion of the CBO workforce, including women, Indigenous people, and newcomers.

Multi-year funding agreements would provide stability, allowing CBOs to offer reliable services, retain staff, and contribute positively to local economies.

#### **Therefore, the National Union of Public and General Employees will:**

Advocate for multi-year funding agreements for CBOs, ensuring funding stability that aligns with the duration of collective agreements negotiated between employees and employers.

Raise awareness among members, the public, and governments about the impact of funding instability on employee retention, economic outcomes and quality of care.

Urge provincial and federal governments to commit to stable, long-term public funding for CBOs that support vulnerable residents, including programs focused on healthcare, social services, youth mentorship, and supports for individuals with disabilities.

Continue to support CBO workers by advocating for wage re-opener language in collective agreements that guarantees new funding will be applied to employee wages, reducing wage stagnation and ensuring fair compensation for CBO workers.

Collaborate with allied organizations, unions, and advocacy groups to amplify the call for stable, long-term funding for CBOs and to promote better working conditions, fair compensation, and improved job security for CBO employees.

**SUBMITTED BY SASKATCHEWAN GOVERNMENT AND GENERAL EMPLOYEES' UNION**

#### **#59—LIBRARY FUNDING & AWARENESS**

##### **NUPGE WILL**

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

**BECAUSE** libraries are underfunded, understaffed and library workers are overworked; and

**BECAUSE** the federal government's ongoing transition to requiring the public to access services online is a barrier for our communities. Citizens turn to public libraries and library workers for information and technological support during these transitions.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

#### **#60—VALUING CARE**

Care is essential to all parts of our lives, as we all need care at some point during our lifetime. It is also central to social, economic, and environmental well-being. Providing care and meeting the needs of others often go unrecognized and are undervalued.

Women continue to shoulder a disproportionate share of unpaid caregiving, which can affect their own well-being, mental and physical health, and their participation and progression in the work force. Women also comprise the majority of paid care workers. Women of colour, immigrant women, and migrant women are overrepresented as care workers, especially among the lowest-paid workers. The value of care to the economy is overlooked as society often views it as women's work.

Workers in the care economy face diverse challenges, but common are low wages, poor working conditions, lack of benefits, precarious employment, and high turnover. Although care work is highly demanding and often requires high levels of skills and knowledge, it is

often not recognized as skilled work and valued accordingly. Staffing shortages that predated the pandemic are worsening due to overwork (which is increasing as Canadians representing the largest demographic are aging) and burnout. The dramatic increase in cost of living in recent years has many of these low-paid workers struggling even harder to meet their basic needs such as housing and food.

Care is a basic human right and a public good that benefits our society's well-being and is a part of sustainable development and social justice. To ensure care is properly valued, we need sustained public investment to ensure high quality care and decent work for all care workers. We need publicly funded and publicly managed systems that are delivered through a unionized workforce. Without these systems in place, caregiving will continue to and more likely increase for women and families.

**Therefore, the National Union of Public and General Employees will:**

Continue to advocate for stable, long-term funding for care, including health care, home care, elder care, social services, supports for people with disabilities, and childcare.

Continue to pressure governments to take steps to help address the unequal gender distribution of paid and unpaid work.

Continue to pressure the federal government for funding tied to national standards to promote true *systems* of care.

Contribute to building awareness, among members, the public, and governments, about the value of care—paid and unpaid—to the well-being of women, families, and communities, and to the well-being of the economy and social justice.

Continue to advocate for fair compensation and decent work for care workers.

Support Components in raising the profile of care workers, the work they do, and the conditions they face.

Work with our allies and coalitions, as well as through the Canadian Labour Congress and Public Services International, to achieve these goals.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

## Child Care

### #61—ADVANCING UNIVERSAL CHILD CARE

Having access to high-quality early learning and child care plays a critical role in children's development. It supports families, especially mothers, and contributes positively to our economy and society as a whole. NUPGE has long advocated for a national child care system that is universally accessible, publicly funded and delivered, not-for-profit, inclusive, and high quality.

In recent years, we have made important progress in Canada. Thanks to the efforts of child care advocates, including workers in the sector, the federal government dedicated substantial funding and negotiated agreements with the provinces and territories to develop a Canada-wide early learning and child care system.

However, gaps remain. As child care fees have decreased under the new federal-provincial-territorial agreements, the increase in the number of child care spaces has not kept pace with demand. This means that many families still can't access affordable child care. And it has fueled resentment, because some families can access \$10-a-day child care while others face wait-lists or high fees. This dynamic threatens to undermine the Canada-wide system.

There continue to be challenges in the child care workforce. The sector has long been plagued by low wages, a lack of benefits, and challenging working conditions. The child care workforce—predominantly women, many of whom are racialized and immigrants or migrants—has long been undervalued. The COVID-19 pandemic and its continuing effects have led to increased burnout, worsening recruitment and retention issues. Critical staffing shortages contribute to the lack of access to child care. There is no quality child care without qualified workers who are fairly compensated.

For-profit providers are waiting in the wings to “solve” the problems in the Canada-wide system. There has already been a trend towards chains, known as “big-box” child care, and international private-equity corporations increasingly entering the sector. There is no place for profit in child care. Research shows that for-profit child care is less likely to be affordable, accessible, equitable, and high quality. Some provincial governments have pushed the federal government to loosen restrictions preventing public funding from going to the for-profit child care sector.

To ensure that we don't lose progress on building a truly universal public system, governments must invest in expanding access to public, not-for-profit child care. This means investing in early childhood educators (ECEs) and other child care workers. It also means capital investments to ensure the physical space exists.

**Therefore, the National Union of Public and General Employees will:**

Continue to advocate for a universally accessible, publicly funded and delivered, not-for-profit, inclusive, and high-quality child care system in Canada, in which the federal government plays a strong role.

Monitor the implementation of the Canada-wide early learning and child care agreements, with particular attention to the need to expand public and not-for-profit child care and calling on the federal government to support it.

Advocate for solutions to the workforce crisis, including fair wages, benefits, and recruitment and retention strategies to address worker shortages.

Support Components and members working in the child care sector by exchanging information and updates, and coordinating efforts where appropriate.



Continue to work with allies, including through Child Care Now and the Canadian Labour Congress, to advance our shared goals for a universal child care system.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

#### #62—CHILD CARE

**WHEREAS** there is high demand for access to high quality, affordable, and universally accessible childcare; and

**WHEREAS** factors including 24/7 work schedules, the diverse support needs of children, and lack of childcare workers – including specialized supported child development and early childcare educators – contribute to the lack of access to childcare.

**THEREFORE BE IT RESOLVED THAT NUPGE** advocate for expansion of affordable childcare services across the country that provide 24- hour, seven-day-a-week access, which offer inclusive programs for children with diverse support needs delivered by specialized staff.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

## Public Transportation

#### #63—TRANSPORT ON HIGHWAY OF TEARS

##### **NUPGE WILL**

- lobby the federal government to adequately fund seven days a week, six times per day, reliable public transportation along Highway 16 known as the Highway of Tears; and
- work to ensure transportation offerings meet the needs of all communities surrounding the Highway of Tears regardless of financial status and personal identity traits protected under the Canadian Human Rights Codes;

**BECAUSE** there has been a lack of urgency surrounding the Missing and Murdered Indigenous Women and Girls along the Highway of Tears; and

**BECAUSE** the Highway of Tears has been ongoing since 1969; and

**BECAUSE** the NUPGE is committed to Truth and Reconciliation and the 41st Call to Action from the Truth and Reconciliation Commission of Canada; and

**BECAUSE** not all will have the ability to access job opportunities, education, health care and all else that would otherwise be out of reach due to cost, location, or safety concerns without public transportation; and

**BECAUSE** to keep people safe, transportation needs to be safe, affordable, regular, and accessible to all who may need it.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

## Privatization Fightback

### #64—ANTI-PRIVATIZATION

Since the 1980s, privatization of public services has been a threat to both the quality of the services the public receives and the working conditions for the people who deliver them. Because of the secrecy surrounding privatization, the public accountability that is essential for democratic control of public services is undermined.

While the damage to public services, working conditions, and democratic control hasn't changed, the methods used to push privatization change regularly. In recent years, 2 growing and interconnected threats to public services have been the impact of underfunding and the growing role of lobbyists.

We see the impact of underfunding in our public health care system. Problems like shortages of health care professionals and gaps in primary care are being used by the privatization industry to undermine support for public health care. The privatization industry is claiming that privatization will fix the problems with health care, but that isn't what's happening.

Instead, people are being forced to pay out of pocket for services that should be covered by Medicare. And those who can't afford to pay, or who can't find private alternatives, are waiting longer for treatment in the public system, or going without the care they need.

Because of the problems underfunding has created in the health care and other sectors, protecting public services requires more than just opposing privatization. To successfully fight privatization, we need to be putting forward public solutions to the problems caused by starving public services of resources, starting with adequate funding.

Another growing threat is that the profits corporations and well-connected individuals stand to make when services are privatized mean that they are spending considerable funds on well-connected lobbyists. This has increased the number of services at risk of being privatized, with publicly owned liquor and cannabis stores being 2 of the highest-profile examples.

Finally, we need to be prepared to respond to the growing trend of privatization schemes trying to hide the fact that public services are being privatized. When companies like Medavie take over services or P3 privatization schemes are used for highways and other infrastructure, both governments and the companies involved will often try and give the public the impression that the services are still in public hands—particularly if there are problems. The attempts to hide the fact privatization is taking place shows that our criticism of privatization is having an impact, but it also means we need to increase public awareness about how services are being privatized.

**Therefore, the National Union of Public and General Employees will:**

Continue to oppose all forms of privatization.

Work to increase public awareness of the extent of privatization, the damage that privatization does to public services, and the financial cost to the public, including the problems caused by privatizing services like liquor and cannabis distribution and retailing.

Promote the benefits of public ownership as essential to improving the quality of services.

Build on the approach taken to respond to the health human resources crisis by working with Components to develop public solutions to problems facing public services and to lobby for their adoption by governments.

Support efforts to reduce the secrecy surrounding privatization including

- stronger access to information laws,
- stronger reporting requirements for corporations lobbying governments, and
- requirements by federal and provincial/territorial governments that corporations must report who really controls them (the beneficial owners) in a publicly accessible registry.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#65—CANADIAN BLOOD SERVICES**

Blood and blood products are essential to our collective life and welfare and the privatization of blood and blood product supply is a threat to our members' work.

Instead of securing our supply of safe Blood and all other blood products like plasma, Canadian Blood Services has essentially been relying upon the US system of paid supply.

But recent threats to Canada's sovereignty from the US underlines the importance of us securing and sourcing our own safe supply without privatization and without jeopardizing the work of members.

**Therefore, the National Union of Public and General Employees will:**

Continue its advocacy and opposition of the privatization of Canadian Blood Services through partnerships with for-profit entities like Grifols

And work with Components to determine how to ensure a safe and regulated access of whole blood and all other blood products like plasma that are necessary for the life and welfare of Canadians.

**SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO**

**#66—LIQUOR PRIVATIZATION**

While many provincial politicians have participated in photo-ops to remove American alcohol from the racks of their provincial liquor stores in the face of the imposition of massive tariffs by the US, there have also been a number of attempts to chip away at the public base of liquor licensing and sale in some provinces.

**Therefore, the National Union of Public and General Employees will:**

Continue to support Components that are fighting the privatization of liquor sales and

Highlight the financial and social benefits of public liquor sales across the country.

**SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO**

**#67—PUBLIC-PUBLIC PARTNERSHIPS**

Governments of all political stripes, provincially and federally, have supported public-private partnerships that see the sell-off of our public assets.

The next federal government may very well turbo-charge these in a misguided attempt to balance the books.

**Therefore, the National Union of Public and General Employees will:**

Continue to oppose all public-private partnerships that jeopardize our public assets, cause or increase privatization, create precarious employment and harm workers in any way and

Promote public-public partnerships where governments of different levels work with each other and public organizations and

Actively work with Components and other public entities who to create, support and sustain public services to the people of Canada without extracting profits from the provision of such services.

**SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO**

## Labour Rights

**#68—ADDRESSING ARTIFICIAL INTELLIGENCE USE IN WORKPLACES**

**INTENT OF RESOLUTION** to create language to be tabled at the bargaining table to address the responsible use of Artificial Intelligence in the Workplace. To advocate for legislative and policy changes at all levels of government to ensure that the introduction and use of AI in workplaces are subject to regulations that protect workers' rights and promote a just transition.

**WHEREAS** artificial Intelligence (AI) and related automation technologies are rapidly evolving and being implemented in various workplaces around the world;

**WHEREAS** the introduction of AI can enhance workplaces, AI also has the potential to impact the nature of work, job security, workload, skills requirements, and the overall working conditions of NUPGE members; and

**WHEREAS** it is important for the NUPGE to proactively address the implications of AI to protect the rights and interests of its members and ensure fair and equitable transitions in the workplace; and

**WHEREAS** the NUPGE has a responsibility to equip its bargaining teams with the necessary language and strategies to negotiate provisions that mitigate potential negative impacts of AI and harness its benefits for workers;

**WHEREAS** National Union of Public and General Employees (NUPGE) develop model language addressing Artificial Intelligence and related automation technologies for inclusion in collective agreements. This language may include, but not be limited to:

**THEREFORE, BE IT RESOLVED THAT** National Union of Public and General Employees (NUPGE) develop model language addressing Artificial Intelligence and related automation technologies for inclusion in collective agreements. This language may include, but not be limited to:

Provisions for advance consultation and information sharing regarding the introduction and implementation of AI.

Mechanisms for impact assessments on jobs, workload, and skills.

Language to ensure that AI is used to enhance, not replace, human work and to improve working conditions.

Provisions to address data privacy, algorithmic bias, and ethical considerations related to AI implementation.

Language to ensure that any productivity gains resulting from AI implementation benefit workers; and

**THEREFORE BE IT FURTHER RESOLVED THAT** the NUPGE advocate for legislative and policy changes at all levels of government to ensure that the introduction and use of AI in workplaces are subject to regulations that protect workers' rights and promote a just transition.

**SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION**

**#69—ARTIFICIAL INTELLIGENCE**

As with any new technology, how artificial intelligence (AI) is used and what controls are put in place will determine whether working people benefit from it. AI could be used to support workers and make them more productive, but it could also be used to replace people and undermine their skills.

For workers in the public sector, how AI is used will affect the quality of public services. If AI is used to help people do their jobs better, everyone will benefit. If AI is used as a way to introduce austerity policies, all sectors, including health care will suffer.

Based on what has happened to date, there is good reason to be concerned. For the increased use of AI to be positive, governments need to be putting restrictions in place to prevent violations of human rights, privacy, and labour rights. These restrictions need to apply to both the public and private sectors.

Unfortunately, the potential abuses that could occur if restrictions are not put in place haven't received enough attention from the federal government or provincial governments.

To date, the federal government has been more concerned with encouraging a Canadian AI industry than with the impact on Canadians of increased AI use. The Artificial Intelligence and Data Act that was introduced, but never passed, would have failed to adequately protect human rights, privacy, and labour rights. And it would not have covered the use of AI by federal departments and agencies.

Provincial legislation regulating the use of AI has also been criticized for being too weak.

There also need to be protections to ensure AI doesn't undermine accountability and transparency. AI systems have biases and do make mistakes. Without human oversight, a lot of damage can be done. A fundamental rule when using AI is that AI systems should be limited to providing input and should not be making decisions.

Around the world, the labour movement is responding to the challenge that AI will pose to labour rights if it is without proper controls. That has included developing collective bargaining language and educating members about AI. It has also included supporting research into emerging threats and how to make the use of AI something that benefits workers.

With that in mind, the actions proposed in this resolution need to be viewed as just a starting point.

**Therefore, the National Union of Public and General Employees will:**

Recognize that, for accountability and transparency, there needs to be human control over decision making and the role of AI must be limited to providing input.

Support restrictions on the use of AI in both public services and the private sector that provide meaningful protection for human rights, privacy, transparency and accountability, and labour rights.

Work to protect public services from being undermined by AI used in ways that result in a de-skilling of the workforce.

Call on the Canadian Labour Congress to lobby the federal government to adopt restrictions on the use of AI that are strong enough to protect human rights, privacy, and labour rights.

Support Components lobbying their provincial governments for restrictions on the use of AI at the provincial level.

Through the Collective Bargaining Advisory Committee (CBAC), share collective agreement language that helps address potential abuses of AI or displacement of workers.

#### **SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

##### **#70—BARGAINING FOR WAGES**

At a time when workers in Canada are facing the threat of job losses because of the irrational behaviour of right-wing politicians, and when wages have yet to catch up with the inflation of the last 8 years, the federal government has transformed the Ministry of Labour into the Ministry of Jobs and Families.

This sets a terrible precedent for workers' ability to direct policies that will help them.

#### **Therefore, the National Union of Public and General Employees will:**

Work with the Canadian Labour Congress to highlight the importance of workers and their organizations to the federal government and

Work with Components on strategically supporting intra-provincial efforts to strengthen bargaining by forging strong relationships between members of different Components who have shared interests such as the same employer or similar funding models.

#### **SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO**

##### **#71—GOVERNMENT SERVICES**

When working people in Canada are under threat from outside forces such as US capital and when we are also facing down right wing governments here at home, government services and public policy are critical to our collective well being.

#### **Therefore, the National Union of Public and General Employees will:**

Support Components who are going through difficult rounds of collective bargaining especially for their members who provide direct government services.

#### **SUBMITTED BY ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE DE L'ONTARIO**

**#72—PRECARIOUS EMPLOYMENT**

While estimates of the percentage of workers in precarious employment range from around 10% to about 50%, what is clear is that precarious employment has been higher in the last 10 years than at other points in Canada's history.

The growth in precarious employment is contributing to increased inequality. There are fears that the gap in incomes between workers in precarious jobs and workers in standard jobs is growing. And research has shown that workers who are women, racialized, Indigenous and migrants are more likely than others to be in precarious jobs.

There are also concerns that the number of people in precarious work could rise significantly due to problems like privatization and the way new technology is used in workplaces.

The most effective way to reduce precarious employment is strong unions. Many of what are now seen as "good jobs" were once precarious. What changed and improved those jobs was workers organizing and having the power to win concessions and gain protections from employers.

**Therefore, the National Union of Public and General Employees will:**

Continue to support stronger labour laws to make it possible for workers in precarious jobs to organize and fight to improve wages and working conditions.

Continue to push for improvements to labour standards to ensure all workers have access to effective protections.

Support an expansion of the publicly provided universal services such as pharmacare, dental care and vision care.

Continue to oppose privatization of public services.

Call on the federal government and provincial governments to consider the impacts new technologies will have on working conditions and on the quality of public services before providing financial support, either directly or through tax breaks, for their development and use.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD****#73—PRECARIOUS WORK****NUPGE WILL**

- call on the government of Canada to enact legislation that increases protections and support for workers in precarious work; and
- increase efforts to organize precarious workers and contribute to enforcing their right to join a union;



**BECAUSE** precarious work is on the rise, replacing permanent, direct jobs with insecure jobs that have no future; and

**BECAUSE** the majority of workers who experience precarious work are women and racialized workers; and

**BECAUSE** millions of workers in precarious jobs are excluded from the protection of labour laws; from social security; and from pension schemes; and live under the constant threat of unemployment.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

#### **#74—PROTECTING AND ADVANCING LABOUR RIGHTS**

Workers and unions have fought hard for their rights to be recognized and protected in Canada, yet we continue to face attacks.

Labour rights, including freedom of association, the right to collective bargaining, and the right to strike, are enshrined in the *Canadian Charter of Rights and Freedoms*.

However, conservative provincial and federal governments have attacked labour rights by imposing wage-freeze legislation, back-to-work legislation, and even right-to-work style of legislation. These laws have real impacts on workers' livelihoods and undermine our rights.

The federal government intervened in 5 labour disputes in 2024 alone. The labour minister used a section of the Canada Labour Code to direct the Canada Industrial Relations Board to prevent or end strikes or lockouts. They went furthest in the postal workers' strike, where instead of imposing binding arbitration, the Minister set up a commission. This raises a new type of threat to workers' collective bargaining rights.

In the last few years, there have been cases of provincial governments invoking the notwithstanding clause, which allows governments to override Charter rights. This is a disturbing trend. When governments target one group's rights, it poses a threat to all Charter rights.

When workers and communities come together, we can win. This was true in pushing back against Bill 28 in Ontario. Workers and allies made the Ford government withdraw the bill that, through invoking the notwithstanding clause, would have forced striking education workers back to work and imposed a contract.

Thanks to pressure from unions, we have seen some gains in advancing labour rights in Canada, such as the introduction of federal anti-scab legislation and single-step certification to join a union in British Columbia and Manitoba.

We must stay vigilant to ensure that employers and right-wing governments do not erode our hard-won rights. And it's important to push to strengthen labour rights.

**Therefore, the National Union of Public and General Employees will:**

Continue to advocate for protecting and advancing labour rights in Canada.

Respond to attacks on labour rights, including opposing anti-worker legislation and supporting legal challenges that may arise.

Working with Components, monitor legal issues and challenges that impact workers across the country, and support the exchange of information, strategies, and collective agreement language amongst Components.

Coordinate with allies, including through the Canadian Labour Congress and its Legal Challenges Coordinating Committee, on legal issues and challenges across the country.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#75—WORK TO END CONTRACT FLIPPING**

**INTENT OF RESOLUTION** lobby to protect Workers from Contract Flipping Through Policy and Collective Action with labour partners.

**WHEREAS** contract flipping, the practice of changing subcontractors for services, poses a significant threat to the job security, wages, benefits, and overall well-being of workers in Nova Scotia and across Canada; and

**WHEREAS** workers subjected to contract flipping are often forced to reapply for their existing jobs, potentially facing reduced wages, diminished benefits, and the loss of accumulated seniority and the protections of existing collective agreements; and

**WHEREAS** the tendering process for public and private sector contracts can inadvertently facilitate contract flipping by prioritizing the lowest bid without due consideration for the impact on existing workforces and their collective agreements

**THEREFORE, BE IT RESOLVED THAT** NUPGE Declare contract flipping as a detrimental practice that undermines workers' rights and job security and commit to collaborate with the components and affiliates of the Canadian Labour Congress (CLC) to lobby the all levels of government to enact legislation and develop policies that require successful bidders on tenders for public and private sector contracts to honour the existing collective agreements of the incumbent workforce.

**SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION**

**#76—WORKPLACE SUBSTANCE USE POLICY**

**NUPGE WILL**

- lobby employers to stop forcing employees to undergo drug testing, addiction treatment and medical monitoring as a condition of employment;

**BECAUSE** employers may require employees that they believe have substance use addictions to undergo independent medical exams (IMEs); and

**BECAUSE** IMEs result in employees being required to sign multi-year contracts with employers that mandate 24/7 abstinence, prolonged standardized addiction treatment, random drug testing and medical monitoring as a condition of employment; and

**BECAUSE** an addiction diagnosis is not equivalent to being impaired in the workplace and drug testing cannot detect if an employee is impaired in the workplace; and

**BECAUSE** mandated abstinence, drug testing, treatment and medical monitoring violates employees' privacy, bodily autonomy and consent rights; and the mandated services are privatized, for-profit, operate outside the public health care system and are not evidence-based; and

**BECAUSE** NUPGE does not support privatized health care and there are effective non-intrusive ways to maintain safe workplaces and healthy workforces, including creating safe working conditions, managing hazards, communicating and enforcing safety rules, providing supervision and offering employees voluntary confidential evidence-based harm reduction healthcare services.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

## Occupational Health and Safety

**#77—CENTRE FOR RESEARCH ON WORK DISABILITY POLICY SOLIDARITY**

### NUPGE WILL

- partner with the Centre for Research on Work Disability Policy (CRWDP) ([www.crwdp.ca](http://www.crwdp.ca)) and will encourage affiliates to do the same;

**BECAUSE** the Centre for Research on Work Disability Policy (CRWDP) is a transdisciplinary initiative on the future of work disability policy in Canada; and

**BECAUSE** in 2022, the disability rate for persons aged 15 years and over in Canada was 27%. This represents nearly 8 million people who were identified as having one or more disabilities; and

**BECAUSE** 10% of persons with disabilities aged 15 years and older were living below the poverty line, compared with 7% of those without disabilities, based on the 2018-base Market Basket Measure; and

**BECAUSE** creating an accessible and inclusive culture is important to our membership and labour organizations work to improve workers employment conditions.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

**#78—NUPGE OHS COMMITTEE****NUPGE WILL**

- create an Occupational Health and Safety (OHS) Committee including psychological health and safety with representatives from all Components that will meet twice per year; and
- do up a report no later than 14 days after each meeting that will be circulated to the OHS Committee members and every Component;

**BECAUSE** OHS issues are evident in every NUPGE Component; and

**BECAUSE** there are different approaches in every Component; and

**BECAUSE** there is currently no opportunity to coordinate, and share OHS knowledge and strategies across Components; and

**BECAUSE** sharing this knowledge is essential to ensure that the NUPGE Components are aware of all the OHS issues and can strategize to address these issues.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION****#79—PRESUMPTIVE LEGISLATION FOR OCCUPATIONAL PSYCHOLOGICAL/MENTAL INJURY**

Too many workers are subject to mental injury, also known as psychological injury, in their jobs. Across sectors and professions, workers encounter stressful, traumatic, or violent situations and events that negatively impact their mental health. The specific sources of stress or trauma may vary across sectors, from health care to retail, or social services to the justice system, but the threat of mental injury is common.

There is alarming data on mental injury among public safety personnel (PSP). The evidence shows that PSP are screening positive for high rates of clinically significant symptoms consistent with one or more mental health disorders like post-traumatic stress disorder (PTSD), major depressive disorder, generalized anxiety disorder, social anxiety disorder, panic disorder, mood disorder, and substance abuse. Some PSP (such as firefighters, paramedics, and police officers) are almost 4.5 times more likely than the general population to screen positive for mental injury. Among all PSP, the worst off are correctional workers: they are 5.5 times more likely than the general population to report symptoms of mental injury.

Persuading provincial governments to adopt presumptive legislation for occupational mental injury counts among the victories of Canadian organized labour. But presumptive laws need improvement. The major flaw is that there are no universal pan-Canadian standards, because workers' compensation falls under provincial constitutional jurisdiction. The result is a mess of inconsistencies, a hodgepodge of presumptive coverage in which workers are treated unequally, and, in some cases, their rights to occupational health and safety are not protected at all.

There are 4 flaws in the existing policy framework (provincial presumptive legislation):

1. Many workers are excluded: presumption typically covers categories of workers exclusively defined as public safety personnel.
2. In some provinces, all psychological injuries are covered, while in others only PTSD is covered, and other mental injuries are neglected.
3. Some provinces rule out altogether any chronic mental stress that develops gradually and cumulatively over time.
4. Some provinces cover mental injuries triggered only by trauma, while others cover mental injury triggered by both traumatic and nontraumatic stressors.

There is also a need to ensure that the process for getting a diagnosis of psychological injury does not become a barrier. Delays in getting a diagnosis affect the ability to workers to receive treatment or compensation while waiting for an appointment with the specialist.

For this reason, accepting diagnoses from different medical professionals and not just psychologists or psychiatrists helps remove a potential barrier.

It's important that all workers who suffer any occupational mental injury are protected by presumptive coverage, regardless of where they live or what sector they work in.

**Therefore, the National Union of Public and General Employees will:**

Work with provincial Components to promote and defend common pan-Canadian standards of presumptive legislation covering mental occupational injury for

- all workers suffering mental injury, regardless of sector;
- all scientifically recognized types of mental injury, including, but not limited to, post-traumatic stress disorder (PTSD);
- workplace stressors that cause both
  - a. chronic psychological injuries (developed gradually and cumulatively over time in response to a series of events or to multiple exposures to workplace stressors);
  - b. acute mental injury (the result of one single, sudden, and discrete traumatic workplace or work-related event).
- Both traumatic and nontraumatic workplace stress triggers, i.e., stress in response to continuous or multiple exposures to significant workplace stressors that do psychological harm but don't rise to the level of trauma.

Advocate for the acceptance of diagnoses for psychological injury from general practitioners (i.e., family doctors).

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#80—PREVENTATIVE HEALTH CARE WILDFIRE****NUPGE WILL**

- advocate for the Canadian Task Force on Preventive Health Care to formally recognize firefighters as a high-risk occupational group for disease; and
- work with affiliated unions, fire service organizations, and health professionals to push for enhanced preventative screening guidelines for firefighters, including earlier and more frequent testing for cancers, cardiovascular conditions, and mental health disorders; and
- urge federal and provincial health authorities to allocate resources and funding to support occupational health programs tailored to the unique risks faced by firefighters;

**BECAUSE** firefighters are regularly exposed to toxic smoke, hazardous chemicals, extreme heat, and psychological stress, all of which significantly increase their risk for cancer, cardiovascular disease, respiratory illness, and mental health conditions.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

**#81—RECOGNIZE DOMESTIC/INTIMATE PARTNER VIOLENCE AS PART OF THE OCCUPATIONAL HEALTH AND SAFETY LEGISLATION**

**INTENT OF RESOLUTION** NUPGE support the components to lobby their respective Governments to amend the Occupational Health and Safety legislation to protect members who are affected by violence because of Domestic/Intimate partner violence.

**WHEREAS** in Nova Scotia, the government has finally acknowledged that Domestic / Intimate partner Violence is an epidemic in the province;

**WHEREAS** as leaders in the labour movement we have a societal responsibility to do all that we can to protect workers and acknowledge this form of violence so that we can protect those members impacted.

**WHEREAS** provinces like Newfoundland and Labrador and Alberta have made these amendments to the respective acts in their provinces,

**THEREFORE, BE IT RESOLVED THAT** NUPGE support the components to lobby their respective Governments to amend their respective Occupational Health and Safety legislation protect members who are affected by violence because of Domestic/Intimate partner violence.

**SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION**

## Income Security

### #82—EMPLOYMENT INSURANCE

When politicians spoke of the need to “build back better” during the COVID-19 pandemic, one area almost everyone thought of was Employment Insurance (EI).

Decades of cuts to EI meant that the percentage of unemployed people receiving EI had dropped from 84% in the early 1990s to less than 40% at the start of the pandemic. The problems with the EI program were so severe that a totally new program had to be put in place when the pandemic started.

When that program expired, temporary changes to EI rules were introduced to allow more people who were unemployed to receive EI. Workers were promised that before the temporary rules expired, the EI program would be reformed. But now the Liberals are resisting the kind of EI reform workers need and the Conservatives are opposing it outright.

The labour movement has been fighting to reform EI so that it is once again a program people can rely on when they're unemployed. There has been some progress.

Pressure from the labour movement led to the federal government agreeing to restore the EI Board of Appeal. This will lead to fairer treatment for people whose claims are denied.

But this should be viewed as just a first step. In the coming years, NUPGE and the labour movement need to be prepared to renew the fight for EI reform that will provide the safety net workers need.

#### **Therefore, the National Union of Public and General Employees will:**

Work with other unions through the Canadian Labour Congress to push the federal government to adopt meaningful EI reform that includes

- expanded access to EI with a universal qualifying rule of 360 hours or 12 weeks, whichever is lower;
- access to EI for misclassified self-employed workers and migrant workers;
- improved benefits, by providing up to 50 weeks, increasing the benefit rate and providing a minimum benefit;
- an extended benefit period for people facing layoff while on parental and other special benefits;
- improved EI sickness benefits.

Support improvements to retraining programs, including wherever possible, to ensure people are receiving quality programs, and that the training people receive is provided by public or not-for-profit bodies.

Call on the federal government to restore annual government contributions to help pay for improvements.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD****#83—EMPLOYMENT INSURANCE**

**WHEREAS** the federal Employment Insurance program is inadequate for Canadian workers;

**THEREFORE BE IT RESOLVED** that NUPGE will advocate for improvements to the Employment Insurance program including, but not limited to, increasing the length of workers are eligible for medical employment insurance, and improved access to parental leave for natural and adoptive parents.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC****#84—JOB SECURITY & EMPLOYMENT INSURANCE****NUPGE WILL**

- lobby the government of Canada through the Canadian Labour Congress to:
  - provide pay through employment insurance (EI) for retraining and professional development across sectors for those who have experienced job loss. For people who are not eligible for EI, create other pathways to financially support re-skilling and re-training, with greater incentives for workers in care-economy based sectors such as child care and elder care; and
  - lower the uniform national eligibility requirement of EI to 360 hours and increase the benefit rate from 55 per cent to 85 per cent of earnings for low-income earners;
- lobby the federal and provincial governments to develop a universal program to support workers who are laid off or suffering economic hardship as a result of tariffs and to fund this program through the redistribution of excess profits amassed as a result of increased prices and layoffs;

**BECAUSE** women and racialized communities are disproportionately affected by job losses; and

**BECAUSE** the EI program is difficult to access for temporary/part-time workers, who are disproportionately women. The Canadian Counselling and Psychotherapy Association found a growing gender gap in EI coverage, 40 per cent of unemployed men eligible for EI compared to 32 per cent of unemployed women.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**



## Pensions and Retirement Security

### #85—INDIGENOUS CPP

#### NUPGE WILL

- survey Components to identify all Status Indians who are eligible for tax exemption under the Indian Act and contribute to Canada Pension Plan (CPP) or not; and
- create a report for distribution to Components with the findings regarding the social and economic impacts members may be experiencing due to the federal policy that provides the employer, the option to not pay their portion of CPP contribution;

**BECAUSE** not making contributions to CPP unfairly puts Indigenous workers at a greater financial burden upon retirement than the rest of Canadian workers, such that they cannot access the disability benefits, and their spouse and dependents do not receive survivor benefits provided by CPP; and

**BECAUSE** Status Indians working on reserve are not being informed of their right to contribute to CPP, even if their employer refuses; and

**BECAUSE** the decision is made first by optional election from the employer whether contributions will be made on behalf of Status Indians, and is inconsistent and ad hoc while simultaneously time-limited in retroactive participation to a period of 2-years; and

**BECAUSE** should the employee decide to enroll in CPP contributions, the employer has no obligation to pay their half of the deductible, leaving the full amount of deduction with the employee to contribute; and

**BECAUSE** NUPGE has shown solidarity toward Indigenous workers and is similarly obligated to uphold and fairly support Indigenous workers, as well as the United Declaration on the Rights of Indigenous Peoples and to support the Truth and Reconciliation Calls to Action.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

### #86—PENSIONS AND RETIREMENT SECURITY

NUPGE believes that all workers deserve financial security in retirement. That is why we oppose any cuts to federal government pension and retirement security programs—the Canada Pension Plan (CPP), Old Age Security (OAS), and the Guaranteed Income Supplement (GIS)—and why we have fought to improve them. We have also fought to protect our members' pensions, and for laws, regulations, and other measures that protect the pensions of workers in both the public and private sectors.

There has been progress in the last few years. The phasing in of the enhancement to the CPP between 2019 and 2025 will provide a much-needed increase in benefits. Parliament has passed legislation to give pension plans priority in bankruptcy and insolvency proceedings.

Legislation to extend the 10% increase in the OAS to people between 65 and 75 has passed 2 significant hurdles in the House of Commons.

But we are also seeing attempts to undermine federal pension and retirement security programs and other gains workers have made. The UCP government in Alberta has proposed pulling the province out of the CPP—which is being resisted by the majority of Albertans. There are fears that, if a future federal government decides to implement austerity measures, plans to increase the eligibility age for both OAS and GIS could be revived and other cuts made.

There is also a need for further improvements to both federal pension and retirement security programs and to provincial retirement programs, as well as to workplace pension plans. All Canadians deserve financial security in retirement. And, because those opposing improvements to pensions have a long history of pitting one group of workers against another, making progress requires pushing for a broad set of measures that improve retirement security for all Canadians.

**Therefore, the National Union of Public and General Employees will:**

Continue to pressure the federal government to maintain and improve public pension and retirement security programs.

Provide support, when requested, for Components dealing with provincial governments trying to cut or undermine public pension and retirement security programs.

Push to have the ban on public universities using the *Companies' Creditors Arrangement Act* and the *Bankruptcy and Insolvency Act* extended to all institutions in the broader public sector.

Support Components in their work to protect and improve workplace pensions.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#87—REMOVE BARRIERS TO SUCCESSFUL AGING**

**INTENT OF RESOLUTION** to ensure that aging is as healthy, comfortable, supported and successful as possible

**WHEREAS** women live longer than men and are more impacted by financial instability in their senior years, particularly when they may have breaks in their career to raise children and may not make wages on par with their male counterparts during their career, and

**WHEREAS** inflation is affecting the cost of food, shelter, medication, transportation and other necessary costs while pensions are not increasing at the same rate, and

**WHEREAS** there is not enough support to allow older adults to age in place comfortably.

**THEREFORE, BE IT RESOLVED THAT** NUPGE lobby all levels of Government and employers through its affiliations for free medication for those over 65, to increase pension wages to a

living wage and for there to be no age cap to medical plans.

**SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION**

## Housing

### #88—A MULTIPRONGED APPROACH TO ENDING THE HOUSING CRISIS AND HOMELESSNESS IN CANADA

The reason for the housing crisis and rise in homelessness does not come down to a single issue. However, a major factor is cuts to federal funding for social housing and other public services. In the 1980s and 1990s, federal and provincial governments made sweeping cuts to funding the construction of new social housing. Without those cuts, Canada would have over 250,000 more units of social housing, and the housing crisis would be considerably less severe.

In 2021, 1 in 10 households was in core housing need, meaning they faced one or more of the following:

- spend more than 30% of income on housing,
- live in a home in need of major repairs, or
- live in a home that doesn't have enough bedrooms according to the National Occupancy Standard.

Of those households in core housing need, 77.1% of them spent more than 30% of income on housing. 20% of renter households were in core housing need, compared to 5.3% of owner households.

In 2022, 78% of Canadians reported that their personal finances worsened due to inflation, while 54% said they're living pay cheque to pay cheque. 71% of Canadians stated that saving for retirement is a challenge. 4 in 10 Canadians have had to cut saving for retirement all together. BIPOC and 2SLGBTQIA+ people, women (particularly single mothers), people with disabilities, immigrants, refugees, and seniors are at higher risk of experiencing poverty and homelessness.

Inflation, rent, and mortgage rates have outpaced incomes and the ability to negotiate for raises and compensation through collective bargaining. The Organization for Economic Co-operation and Development (OECD) reported that, between 2015 and 2022, housing prices in Canada increased 46.6% faster than incomes.

Another major reason for the housing crisis is the financialization of housing. Instead of being viewed as a need, housing is increasingly treated as a source of profit for investors. This has pushed up the price of home ownership. It has also led to skyrocketing rents and increases in evictions, as investment firms owning rental properties focus on maximizing profits with no thought for the human costs.

Climate change is also pushing up the cost of housing for many people. Many neighbourhoods are facing an increased risk of flooding, wildfires, or storm damage. The result is damage and destruction of needed homes that have become uninsurable or may become uninsurable in the near future. Too often, it's low-income housing that's built on at-risk areas, putting already vulnerable populations at even higher risk.

The danger of flooding in particular can be reduced by policies that restrict development in at-risk areas. But in spite of this, governments continue to allow developers to build in areas where there are potential risks, ignoring the costs that people living in those homes may face.

The influence of private for-profit developers over different levels of government also means that governments are continuing to allow projects that cause other environmental problems. This includes projects that leave little room for green space beyond lawns, or allows projects that pave over forests and wetlands. Trees, wetlands, and rain gardens help mitigate the effects of climate change, protect infrastructure, and maintain ecosystems. It also doesn't help that cities uphold outdated bylaws that deter people from converting their lawns to gardens that could protect their home's foundation, keep storm drains from overflowing, and prevent erosion.

*Universal design*—the design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design—should be the standard for all new builds and renovations.

Another obstacle to addressing the housing crisis has been “not in my backyard” (NIMBY) sentiments. Fears and prejudices regarding affordable housing do need to be addressed, but it is also important to recognize that, in some cases, communities are raising legitimate concerns. Dealing with the problem caused by NIMBYism requires information to dispel some of the myths about affordable or high-density housing. It also allows people to evaluate whether concerns being expressed about development proposals are legitimate.

Failing to deal with the housing crisis means higher costs for governments as well as families. It costs the public more to let people experience homelessness than it does to house them. The Canadian Observatory on Homelessness reported that, in 2013 alone, homelessness cost the Canadian economy \$7.05 billion. The number accounts for the cost of emergency shelters, community supports, emergency services, health care, and the criminal justice system.

But in spite of the human and financial costs, the response from governments has been inadequate. Many governments have also failed to recognize that relying on private for-profit developers to build affordable housing won't work.

As with other large corporations, the priority of for-profit property developers is to maximize their profits, even if that means raising rents beyond what people with modest incomes can afford. When money for affordable housing goes to for-profit developers, as soon as they can get away with it, developers will be raising the rents so that the housing is no longer affordable.

The only way to guarantee that housing stays affordable is to find new social housing units.

Social housing is non-market housing, either publicly owned, co-operatively owned, or owned by non-profits. Subsidies generally ensure low-income renter households pay no more than 30% of their gross income on rent.

Since the early 1970s, social housing developments have usually included a mix of subsidized units and market rent units. This has helped solve many of the problems associated with earlier social housing developments where residents didn't feel they had the right to complain about problems.

Unfortunately, since the budget cuts of the 1980s and 1990s, only a small number of social housing units have been built. That needs to change.

The St. Lawrence neighbourhood in Toronto is an example of what can be done. It's a mixed-income, ethnically diverse residential and commercial community adjoining the central business district. It's praised by city planners internationally for creating a high density, mixed-use, pedestrian friendly, inner-city neighbourhood.

Average Canadians don't need McMansions. They need affordable, sustainably built, green homes that don't cost more than 30% of their gross monthly income.

**Therefore, the National Union of Public and General Employees will:**

Lobby governments to

- Ensure that housing built with public funds conforms to the principles of *universal design*.
- Reserve the biggest portion of public funds to build social housing that includes supportive housing, public housing, co-op housing, geared-to-income housing, and funds for rehabilitation and green builds.
- Ensure that new neighbourhoods include amenities like public transit, bike infrastructure, parks, libraries, grocery stores, and health services.
- Maintain and expand green spaces and infrastructure to help mitigate the effects of climate change.
- Properly fund public services that prevent people from experiencing homelessness and increase social assistance rates.
- Amend zoning laws to allow multi-unit buildings and mixed-use buildings to be built in all residential areas with good transit and to address the causes of NIMBYism.
- Reform property taxes to target speculators, and use the funds for affordable housing and infrastructure.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#89—INCREASING THE NUMBER OF DEEPLY AFFORDABLE PUBLIC HOUSING UNITS ACROSS CANADA**

**INTENT OF RESOLUTION** to lobby the provincial and federal governments for a significant increase in the development of deeply affordable public housing units throughout the country.

**WHEREAS** an alarming to many people and families are relying on food banks and are currently burdened with housing costs taking up too much of their limited monthly income; and

**WHEREAS** the crisis of homelessness continues to escalate, underscoring the dire need for stable and affordable public housing solutions;

**THEREFORE, BE IT RESOLVED THAT** that NUPGE actively lobby the provincial and federal governments to implement a comprehensive strategy to significantly increase deeply affordable public housing units across country.

**SUBMITTED BY NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION**

#### #90—FUNDING FOR YOUTH HOUSING

##### **NUPGE WILL**

- lobby the federal government to take action towards ending youth homelessness and near homelessness, by funding various levels of housing for youth including high-barrier or “dry” supportive housing sites with wrap-around support services and low barrier shelters and housing;

**BECAUSE** youth homelessness is a complex social issue and as a society, we have failed to provide young people and their families with the necessary and adequate support that will enable them to move forward with their lives in a safe and planned way; and

**BECAUSE** providing safe places and programs for them to go to that are welcoming to everyone, and be a low barrier unit or site but with safety procedures will keep everyone safe; and

**BECAUSE** the more time a youth experiences homelessness, the more likely they are to be exposed to several risks such as sexual exploitation, economic exploitation, traumatic events, declining health and addictions; and

**BECAUSE** our youth are our tomorrow; they are suffering and need help in significant ways, understanding and compassion, or our future might not be how we want it to be.

**SUBMITTED BY B.C. GENERAL EMPLOYEES’ UNION**

#### #91—HOUSING

##### **NUPGE WILL**

- lobby the federal government to:
  - build non-market affordable social housing; and for the distribution of this social housing to be integrated throughout all communities in the province; and
  - increase funding for equitable access to assisted living, supported housing and seniors’ housing while making the systems easier to navigate for seniors; and

- 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; and
- advocate for solutions to the housing crisis through consultation with the communities and citizens that require social housing to ensure homes are safe, accessible and culturally appropriate; and
- continue advocating for practical and effective policy solutions to decrease the cost of housing for renters and mortgage holders;

**BECAUSE** housing is a basic human right; and

**BECAUSE** unhoused people are citizens and community members who deserve and are entitled to dignity, self-respect and agency over their lives; and

**BECAUSE** Canada is in an affordable housing crisis; and

**BECAUSE** the cost of housing has risen at a pace that exceeds the ability of bargaining committees to negotiate adequate raises and compensation; and

**BECAUSE** seniors are struggling to afford to stay in assisted living or find affordable housing; and

**BECAUSE** international law states that Canada must work towards making sure everyone has access to adequate and affordable housing and afford essentials such as food and child care.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

#### #92—HOUSING

**WHEREAS** there is a national crisis in affordable housing,

**THEREFORE, BE IT RESOLVED THAT** that NUPGE will advocate for a national housing strategy that provides a range of services, including but not limited to:

- increased supply of affordable housing for different income levels
- regulated rentals
- vacancy control
- shelter housing to meet the needs of youth, families, and seniors
- dry housing for people who prefer or require abstinence-based programming
- housing for seniors with mental health and/or addictions needs combined with higher needs for mobility, health care, medication management, meals, housekeeping, and personal care needs.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

## Environment

### #93—CLIMATE CRISIS

Environmental issues and climate change are impacting all of us in our communities and in our workplaces.

Climate change is driven by—and exacerbates—inequalities and injustices in our economic system. According to Oxfam, the world's richest 1% produce as much carbon pollution as the poorest 2/3 of the global population, or 5 billion people. 50 of the world's richest billionaires, on average, produce more carbon pollution in just over 1.5 hours than the average person does in their entire lifetime. 23 countries in the Global North are responsible for half of all historical CO2 emissions. According to Carbon Majors Database, just 57 oil, gas, coal, and cement corporations are linked to 80% of the world's greenhouse gas emissions since 2016.

Frontline and marginalized communities, particularly Indigenous peoples, are disproportionately experiencing the negative impacts of climate change. They are also leading the way on solutions.

Climate justice means tackling climate change and inequality and injustice together. We need solutions that not only transition us to a greener, more sustainable world, but that also promote equity and justice.

Given the scale and pace of what's required to cut greenhouse gas emissions and transition our economies, governments must play a leading role. The public sector has an important role to play in facilitating climate action. Strong, robust public services are also critical to adapting to the impacts of climate change, from fighting fires to health care to providing education and training.

Climate change is a global problem that requires a global response. But local and regional efforts are key. For example, the way we build our communities—how we get around, how our buildings are constructed, urban sprawl, access to green space, etc.—has real implications for the climate as well as for health, equity, and quality of life.

Climate solutions can and should vary across different regions and communities, such as urban and rural settings. It's imperative that climate solutions meet the needs of people. People and communities must be at the heart of climate action and have a voice in shaping the way forward.

#### **Therefore, the National Union of Public and General Employees will:**

Lobby governments to take ambitious, meaningful action on the climate crisis, including reducing emissions and investing in adaptation.

Emphasize the role of public services in mitigating climate change and adapting to its effects.

Advocate for and support efforts to advance climate justice.



Highlight the interconnections between the climate and inequality crises, and call for corporations and the wealthy in Canada and globally to do their fair share to tackle the climate crisis that they are disproportionately responsible for.

Advocate for initiatives that promote sustainable and equitable communities, including:

- Calling for efforts that together address environmental and housing crises, such as expanding social housing and green buildings.
- Calling on the federal government to increase funding for public transportation, including transportation between cities, and advocating for free public transit within communities.

Continue to work with allies through Climate Action Network Canada, the Green Economy Network, the Canadian Labour Congress, and Trade Unions for Energy Democracy.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

#### **#94—PROTECTION OF BIODIVERSITY, ECOSYSTEM HEALTH, AND SPECIES AT RISK**

##### **NUPGE WILL**

- with the support of Indigenous communities and community groups, 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;

**BECAUSE** in November 2022, the Canadian Endangered Species Conservation Council released the Wild Species 2020: The General Status of Species in Canada Report which documents an increased risk of extinction for 700 species in British Columbia in the last five years; and

**BECAUSE** in December 2022, Canada joined 195 countries in the Kunming-Montreal Global Biodiversity Framework which aims to halt and reverse global biodiversity loss by 2030.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

#### **#95—WORKERS AND UNIONS TAKING ACTION ON CLIMATE CHANGE**

Workers are feeling the impacts of climate change in our jobs and sectors.

Extreme weather and pollution are increasing strain on the services we provide and are making our jobs more difficult and more dangerous. Disasters and heat stress, for example, are threatening workers' health, safety, and wellbeing.

But our workplaces and sectors can also be the sources of solutions, such as by providing the education and training needed for emerging and in-demand industries, like renewable energy. By greening our workplaces, we can also reduce emissions causing climate change.

As we transition to a low-carbon economy, it's crucial that the shift is just and leaves no one behind. Those who are impacted, including workers and communities, must have a voice.

The International Labour Organization (ILO) defines a Just Transition as “greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind. A Just Transition involves maximizing the social and economic opportunities of climate action, while minimizing and carefully managing any challenges.”

What some governments have labelled a “Just Transition” comes nowhere close to meeting the ILO definition. We need to make sure that workers know that a Just Transition should be far more than the minimal efforts we’ve seen to date.

Workers and their unions have expertise to contribute to finding ways to transition our industries, sectors, and workplaces.

**Therefore, the National Union of Public and General Employees will:**

Continue to advocate for a Just Transition.

Call for workers to be at the table with governments and employers when developing the path forward to a more sustainable future.

Monitor the implementation of the *Canadian Sustainable Jobs Act* and pressure the federal government to build on it by delivering the funding, policies, and programs that are needed to support a Just Transition.

Support workplace and legislative reforms to address the occupational health and safety impacts of the climate crisis.

Work with the Advisory Committee on the Environment to share information across the country and support Components’ initiatives, including collective bargaining on environmental and climate issues.

Review the union’s environmental footprint and undertake efforts to reduce it.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

## International Treaties and Trade Agreements

### #96—GLOBAL TRADE AND INVESTMENT DEALS CONTINUE TO THREATEN PUBLIC SERVICES

Global free trade agreements are supposed to promote and facilitate trade and foreign investment by removing trade barriers, like tariffs. But removing tariffs is a very small part of these agreements. They do a lot more than that: they are primarily investor-rights agreements entrenching extraordinary rights, protections, immunities, and powers for foreign investors and capital. For this reason, we should call them trade and investment agreements

(TIAs).

TIAs weaken and reduce regulatory oversight, democratic control, and public safeguards, and give private investors the power to sue governments in private dispute-settlement panels and have specific mechanisms designed to lock-in privatization. By these means, TIAs undermine our ability to legislate in the public interest. They threaten public safety and erode quality public services.

**Therefore, the National Union of Public and General Employees will:**

Work with allies to—

- Demand that the negotiations and content of TIAs recognize and protect workers' rights and interests.
- Demand that existing and potential TIAs undergo full and transparent evaluations of their social, environmental, and labour impacts.
- Demand an alternative global trade and investment regime that is environmentally sustainable and socially just.
- Demand that TIAs allow all levels of government to regulate in the public interest, protect existing public services, and create new social programs.
- Oppose all provisions giving foreign investors any right to challenge laws or regulations through dispute-settlement mechanisms that allow them to sue governments for unlimited financial compensation.
- Oppose TIAs that force any level of government to open public procurement to foreign investment.
- Educate members on the threat that TIAs pose to our rights, sovereignty, and society.

**SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD**

**#97—PANDEMIC TREATY**

Due to the COVID-19 pandemic, member states of the World Health Organization (WHO) initiated a process of negotiating and drafting a multilateral international agreement on pandemic prevention, preparedness, and response.

Dubbed the Pandemic Treaty (PT), its aim is to “ensure better preparedness and equitable response for future pandemics, and to advance the principles of equity, solidarity and health for all.”

It is essential that NUPGE monitors the PT negotiations and implementation to ensure that workers' rights and interests are recognized and protected by the treaty.

**Therefore, the National Union of Public and General Employees will:**

Participate in PT stakeholders' meetings and global public hearings.

Ensure that workers' rights and interests are recognized by the PT.

Consult NUPGE Components and coordinate with other CLC affiliates to determine workers' priorities to be recognized in the PT.

Monitor the treaty process (sessions and public hearings) and review any published drafts, as well as monitor the implementation.

Raise public awareness about the PT.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

## International Solidarity

### #98—COLOMBIA

In Colombia, advocates for workers' rights and human rights have faced systemic violence and harassment for decades. Neoliberal government laws and policies also undermined workers' rights and contributed to deep inequality in the country. These inequities and injustices have jeopardized lasting peace in Colombia.

In June 2022, the Petro government was elected, becoming the first progressive government in the country's history. Workers' and social movements welcomed this with cautious optimism. The election had followed a large mobilization in the country, beginning in 2021 with a national strike against the neoliberal status quo and its inequalities. The Petro government has since brought in important reforms, including labour reform.

However, many challenges still remain. According to the International Trade Union Confederation's (ITUC) *Global Rights Index* report in 2024, Colombia still ranks poorly on workers' rights. Trade union leaders face attacks, threats, and targeted killings.

NUPGE has an important history of working with allies in Colombia. NUPGE has a long-standing partnership with the José Alvear Restrepo Lawyers' Collective (CAJAR), a non-profit organization that defends and promotes human rights in Colombia. CAJAR fights impunity, working towards a just and equitable society and for stable and lasting peace.

Through the Frontlines group, Canadian public sector unions have engaged in worker-to-worker solidarity exchanges with Colombian unions, social movements, and human rights defenders since 2004.

As in so many countries, trade unionists and other human rights defenders are at the forefront of the struggle for justice and peace in Colombia.

### **Therefore, the National Union of Public and General Employees will:**

In solidarity with Colombian workers and rights' defenders, advocate for the respect of workers' and human rights in Colombia.

Continue to support and work with CAJAR to defend and promote human rights in Colombia.

Call for the Colombian government and authorities to be accountable for human rights violations, which includes calling for the implementation of the Inter-American Court of Human Rights' recommendations in the case brought by CAJAR.

Continue to work with allies, including the Frontlines group of Canadian public sector unions and through Public Services International, to engage in solidarity with Colombian unions and human rights defenders.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

### #99—HONDURAS LABOUR CONDITIONS

#### NUPGE WILL

- publicly support and advocate for the Bill “Health at the Workplace” in Honduras; and
- request Canadian Labour Congress support and advocate for the Bill; and
- support CoDevelopment Canada’s work with CODEMUH and all workers in Honduras;

**BECAUSE** this legislation will improve the labour conditions of millions of workers in Honduras. The union’s support for the Health at the Workplace Bill will show our long-standing solidarity with sweatshop industry workers whose occupational diseases are not recognized in the Labour Code 1959; and

**BECAUSE** thousands of injured workers are dismissed without fair compensation for the damage suffered due to unsafe work conditions; and

**BECAUSE** the improvement of labour legislation in Honduras will impact the country and the region; and

**BECAUSE** the approval of the Bill “Health at the Workplace” is urgent as 2025 is the last year of the progressive government of Xiomara Castro and the result of the next presidential campaign is uncertain.

SUBMITTED BY B.C. GENERAL EMPLOYEES’ UNION

### #100—INTERNATIONAL AFFAIRS

**WHEREAS** the labour movement and unions in general uphold a principle of solidarity among people of all ethnic and religious groups; and

**WHEREAS** organized labour plays an important role in the movement for peace and justice at home and around the world; and

**WHEREAS** every human being deserves to live in peace and with dignity; and

**THEREFORE, BE IT RESOLVED THAT** the National Union of Public and General Employees will take action in solidarity with unions and other organizations seeking a just and bipartite

resolution to the longstanding conflict in Israel and Palestine.

**SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC**

#### #101—IRAN OUT OF ILO

##### **NUPGE WILL**

- work with the International Labour Organization (ILO) and the Canadian government in supporting the call by the *Free Them Now* Campaign expelling Iranian regime from ILO ahead of its annual conference;

**BECAUSE** the Islamic regime of Iran has intensified its execution of workers, human rights' activists and labour activists; and

**BECAUSE** at this time three women activists – Pakhshan Aziz, Sharifeh Mohammadi and Verishe Moradi are on death sentence; and

**BECAUSE** the foundation of the Islamic regime is based on executions and repressions of workers and the people, and the Islamic Republic completely disregards the ILO conventions regarding right to strike, protest, assemble and right to collective bargaining.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

#### #102—PALESTINE

##### **THE NUPGE WILL**

- lobby the Canadian government to call for an immediate ceasefire in Israel-Palestine conflict, an end to Israel's blockade of Gaza allowing the restoration of aid and basic necessities of life, and to release all hostages; and;
- call for an end to Canada's arms sales to Israel while supporting all Canadian and International trade union efforts and initiatives to end arms shipments to Israel; and
- support the Palestinian people's right to self-determination and their demands to end Israel's military occupation and colonization; and
- 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; and
- educate members on positions of solidarity our union takes independently or through NUPGE and the Canadian Labour Congress (CLC).

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

### #103—SOLIDARITY WITH THE ROHINGYA

There is an ongoing genocide of the Rohingya. The Rohingya are an ethnic minority in Myanmar, formerly known as Burma. Rohingya Muslims make up the largest number of Muslims in Myanmar, a predominantly Buddhist country. Although the Rohingya have lived there for generations, the government has denied them citizenship making them the world's largest stateless population. As a stateless population, the Rohingya are denied basic rights and protections and are extremely vulnerable to exploitation, sexual violence and gender-based violence and abuse.

In August 2017, the Myanmar military launched a crackdown, committed mass rape, torture, and murder of the Rohingya, and destroyed their villages. Rohingya women and girls were systematically targeted by these horrific acts of violence.

The attacks caused over 800,000 to flee, joining the hundreds of thousands previously driven out by violence. Currently, about one million Rohingya refugees live in Cox's Bazar, Bangladesh, in 33 refugee camps that form the largest refugee settlement in the world.

A military coup in February 2021 plunged Myanmar deeper into armed conflict, displacement of people, and human rights violations. Since October 2023, clashes between the military and armed opposition have escalated, which continue to put the Rohingya in a vulnerable position. The COVID-19 pandemic, 2 major fires in the refugee camps, and a major cyclone have also exacerbated the situation.

The situation is widely considered to be ethnic cleansing or genocide. In September 2018, the House of Commons unanimously voted to call the Rohingya killings a genocide. The International Court of Justice and the International Criminal Court are both investigating Myanmar for the atrocities against the Rohingya.

NUPGE and its Advisory Committee on Women's Issues (ACWI) have worked closely with the Rohingya Women Welfare Society (RWWS). The RWWS is a grassroots organization that works in the Cox's Bazar refugee camps to support Rohingya women and girls who have experienced and continue to face violence, sexual exploitation, trafficking, child marriages, and abuse. During the pandemic, the rates of violence against women in the camps increased with lockdowns and isolation, thus limiting options for women facing intimate partner/domestic violence. The rates of child marriages and of the trafficking of women and girls also rose.

#### **Therefore, the National Union of Public and General Employees will:**

Continue to raise awareness of the ongoing atrocities/genocide against the Rohingya. Lobby the federal government to renew its strategy to respond to the Rohingya and Myanmar crises, including increasing humanitarian aid.

Support organizations such as Inter Pares that are raising awareness of the crisis and lobbying the federal government to act.

Under the leadership of the Advisory Committee on Women's Issues (ACWI), continue to support the work of the Rohingya Women Welfare Society (RWWS).

Continue to act in solidarity with workers in Myanmar—for example, through Public Services International.

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

## Elections and Electoral Reform

### #104—ELECTORAL REFORM

**WHEREAS** Canada uses the first past the post system to elect Members of Parliament; and

**WHEREAS** a majority government can be formed with less than 40 per cent support of voters and a minority government can be formed with less than 33 per cent of voters' support, and

**WHEREAS** electoral systems using proportional representation result in improved voter participation and greater and more representative choice for voters,

**THEREFORE, BE IT RESOLVED THAT** the National Union of Public and General Employees will continue to lobby for electoral reform to bring in a system of proportional representation in Canadian federal elections.

SUBMITTED BY HEALTH SCIENCES ASSOCIATION OF BC

## Miscellaneous

### #105—CELL PHONE DATA PLANS

#### NUPGE WILL

- lobby the government of Canada through the Canadian Labour Congress to enact legislation regulating, limiting and putting a cap on cell phone and data plan rates, offered by providers;

**BECAUSE** Canadians pay some of the highest data rates in the world; and

**BECAUSE** so many Canadians live in remote areas in our provinces and territories and have no other means for communication.

SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION

### #106—NUPGE POLITICAL ACTION

#### NUPGE WILL

- require their Political Action Committee, made up by representatives from all Components, to meet four times a year, to lobby the federal government effectively in



a way that is reflective of ongoing federal challenges;

**BECAUSE** many federal issues such as health housing and immigration have been impacting all the NUPGE components; and

**BECAUSE** by brining all the components together we will be able to have collective actions among components on the common federal issues impacting our members.

**SUBMITTED BY B.C. GENERAL EMPLOYEES' UNION**

## Life Members

### #107—LIFE MEMBERSHIP: LARRY BROWN

We wish to recognize, with thanks and appreciation, the contribution of Larry Brown to the National Union of Public and General Employees (NUPGE), to his home Component—the Saskatchewan Government and General Employees' Union (SGEU/NUPGE)—and to the labour movement and working people in general.

Larry Brown served as the president of NUPGE for 6 years, from 2016 to 2022. He led the union during the COVID-19 pandemic, when NUPGE and its Components had to respond quickly to a rapidly changing situation and simultaneously resist the unreasonable demands being placed on members, and all while using new tools and technology.

The leadership skills Larry showed during that difficult time reflected the depth of knowledge he brought to his role. Before becoming president, he had spent 30 years as secretary-treasurer of NUPGE. But this was only part of his wide range of experience.

Larry was born and raised on a farm in southern Saskatchewan. He began his interest in social issues while at the University of Saskatchewan, where he served as secretary to the student union and as President of the Saskatchewan Federation of Students.

While articling with a Saskatchewan law firm, Larry was hired by the provincial Department of Labour as Executive Secretary to the Task Force on Workers' Compensation. He later became Executive Assistant to the Deputy Minister of Labour, in which role he drafted precedent-setting legislation that gave workers the right to refuse dangerous work.

Larry's role in the movement continued, and he became the Chief Executive Officer of the Saskatchewan Government Employees' Association, now called the SGEU.

In 1986, he was elected as Secretary-Treasurer of NUPGE, serving in that role until 2016, when Larry was elected as President.

Larry also served as President of the Canadian Centre for Policy Alternatives (CCPA) and was active on the international stage on behalf of NUPGE and its Components at Public Services International (PSI).

A constant source of support to Larry was and is his wife, a former television journalist Tricia MacDonald, and his 3 children. He is now also a very proud grandfather.

Larry made an immense contribution to NUPGE, to improving the lives of its members and to strengthening the Canadian labour movement to improve the lives of all working people in Canada.

**Therefore, delegates to the 2025 Triennial Convention of the National Union of Public and General Employees grant life membership to Larry Brown.**

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

**#108—LIFE MEMBERSHIP: STEPHANIE SMITH**

We wish to recognize, with thanks and appreciation, the contribution of Stephanie Smith to the National Union of Public and General Employees (NUPGE), to her home Component, the BC General Employees' Union (BCGEU/NUPGE), and to the labour movement and working people in general.

Stephanie joined the BCGEU in 1995, becoming shop steward and Bargaining Unit Chairperson in 1996 at Shaughnessy Heights Early Learning Centre Society. In addition to being an active member, she served as Area 3 Cross Component Committee Chairperson (1997–2006), member of the Local 303 Executive (1996–2005), Local 303 Chairperson until 2011, Component Executive Member at Large (2000–2005), and 1st Vice-Chairperson (2005–2011). She became a Provincial Executive member in 2008 and remained until 2011, when she was elected BCGEU Treasurer.

Stephanie was elected as BCGEU President in 2014 and served until June 2024. She was the first woman elected as president of the BCGEU, paving the way for women to take on leadership roles in the union.

Stephanie joined the NUPGE National Executive Board (NEB) in 2011 and continued in the roles of Board Member and then Vice-President until 2024. She was also active in NUPGE committees and initiatives, including through the Advisory Committee on Women's Issues and the Special Committee on Child Care.

She represented NUPGE as a member of the Canadian Council of the Canadian Labour Congress (CLC) and on the international stage, such as at the International Trade Union Confederation (ITUC).

Stephanie has been a fierce advocate for affordable, accessible, and quality child care, working hard on provincial, national, and international levels. She greatly contributed to the publicly funded \$10-a-day plan in BC and the national system we see today.

During her tenure as BCGEU President, Stephanie strengthened relationships with Indigenous leaders and organizations. She did this through the Choose Children (2014) and Closing the Circle (2015) reports, by participating in the National Inquiry into Missing and Murdered Indigenous Women and Girls, by creating the Provincial Executive Indigenous Advisory

Committee, and pushing the union to adopt the principles of the *United Nations Declaration on the Rights of Indigenous Peoples* (UNDRIP) to advance truth and reconciliation.

Stephanie's work in the BCGEU and NUPGE, and her decades of activism, brought meaningful change and resulted in positive impacts on members' lives.

**Therefore, delegates to the 2025 Triennial Convention of the National Union of Public and General Employees grant life membership to Stephanie Smith.**

SUBMITTED BY NUPGE NATIONAL EXECUTIVE BOARD

## MGEU Resolutions

### #109—ACCESS TO RELIABLE, AFFORDABLE BROADBAND AND CELLULAR SERVICES

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

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

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

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

**Therefore, the National Union of Public and General Employees will:**

Lobby the Federal Government to make certain that all persons, including those in rural, Northern, and Indigenous communities have comparable access to reliable and affordable broadband and cellular services that meet or exceed CRTC standards and recommendations.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

### #110—LABOUR LAW PROTECTIONS FOR CROSS-JURISDICTIONAL REMOTE WORKERS

Because remote work is becoming a more common arrangement, including at unionized workplaces, and our laws need to reflect current employment trends;

Because NUPGE components have dues paying members who may work remotely and reside in one province but fall under a union certification in another province; and

Because union rights should not be eroded by remote work.

**Therefore, the National Union of Public and General Employees will:**

Lobby provincial governments to ensure labour laws and protections reflect the new reality that members work and reside in a province that differs from their applicable certificate.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

**#111—REGULATION OF ARTIFICIAL INTELLIGENCE AND MITIGATING IMPACTS ON WORKERS**

Because Artificial Intelligence (AI) is changing our society and workplaces and could result in job losses in NUPGE components' workplaces;

Because this technology has the potential to revolutionize how we get information and form opinions;

Because AI is already having an impact on the kind of work NUPGE components' members do; and

Because it is important for governments to help workers transition into other meaningful and equitable positions where possible.

**Therefore, the National Union of Public and General Employees will:**

Lobby to ensure safeguards are in place to limit the harms associated with AI and be proactive with succession planning and training for workers.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

**#112—JORDAN'S PRINCIPLE FUNDING FOR METIS CHILDREN**

Because Jordan's Principle was established by the Canadian Human Rights Tribunal to ensure no gaps or delays exist in accessing government services by First Nations children;

Because Jordan's Principle funding is primarily available for First Nations and Inuit Children, as per the Indian Act; and

Because Metis children are not automatically eligible for Jordan's Principle.

**Therefore, the National Union of Public and General Employees will:**

Lobby the Federal Government to expand eligibility for Jordan's Principle funding to include Metis children.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

**#113—NATIONAL CAMPAIGN TO FIX THE PUBLIC SECTOR STAFFING CRISIS**

Because public services across Canada are facing a severe staffing crisis, leading to unsustainable workloads, burnout, and service delays;

Because chronic underfunding, wage suppression, and recruitment and retention challenges are exacerbating the crisis; and

Because urgent action is needed from all levels of government to invest in the public sector and ensure high-quality services for all Canadians.

**Therefore, the National Union of Public and General Employees will:**

Launch a national campaign to raise public awareness, advocate for policy changes, and mobilize support for meaningful government action to address the public sector staffing crisis through improved wages, working conditions, and funding.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

**#114—CHANGES TO EI JOB SEARCH REQUIREMENTS FOR 10-MONTH SCHOOL SUPPORT STAFF**

Because 10-month school support staff hold permanent positions and are expected to return to work following scheduled school breaks;

Because these workers are denied EI benefits if they fail to meet unreasonable job search requirements, despite having secure employment;

Because the job search requirement is stressful, mentally draining, and humiliating, causing some workers to forgo needed benefits;

Because EI has waived job search requirements for other sectors, including teachers and fisheries workers, recognizing their employment continuity; and

Because job search requirements were waived during COVID-19, proving flexibility is possible.

**Therefore, the National Union of Public and General Employees will:**

Advocate for changes to EI regulations to exempt 10-month school support staff from job search requirements during non-working periods and urge the federal government to recognize their employment continuity.

SUBMITTED BY MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

## Notes

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