

CANADIAN COUNCIL
CONSEIL CANADIEN



CC2026

Adopted Resolutions

Resolution No. 2

Promote Unifor and Unionized Benefit Providers

Unifor National Will:

- Encourage Unifor Locals to consider using insurers and benefits providers that employ Unifor members, or that are unionized.
- Encourage employers to explore using insurers and benefits providers that employ Unifor members, or that are unionized, if the National Representative, Local leadership, and Bargaining Committee support that change;
- Ensure all National Representatives and Bargaining Committees have access to current and relevant information regarding insurers and benefits providers that employ Unifor members, or that are unionized when preparing for negotiations; and
- Send a letter to Locals who provide health care benefits for Local employees to encourage them to consider exploring insurers and benefits providers that employ Unifor members, or that are unionized for their employee benefits.

Because:

- This resolution aligns with Unifor's Protect Canadian Jobs Campaign;
- It has been mutually beneficial to have a good working relationship with our Unifor National administration and Green Shield Canada;
- Green Shield Canada members are represented by Local 240 & Local 673;
- Our Union is stronger when we support unionized workers;
- It is imperative that we continue to grow good paying jobs in Canada;
- Green Shield Canada has a robust community giving program that helps Canadians.

Respectfully Submitted by Local 240

Resolution No. 3

Organizing in the Energy Sector

Unifor National Will:

- Commit to prioritizing and expanding organizing efforts across all segments of the energy sector, including but not limited to oil and gas, utilities, renewables, and contracted services;
- Allocate resources toward strategic organizing campaigns that focus on high-risk and high-growth areas of the sector, particularly where contract and precarious work are most prevalent;
- Develop targeted education and outreach materials highlighting the benefits of unionization, including improved health and safety standards, fair wages, job security, and protections against the misuse of contract labour, while actively emphasizing why energy workers need the strength and democratic autonomy of a truly Canadian union;
- Coordinate with affiliated locals and the National Energy Council to actively support organizing campaigns by committing to participate in organizing drives, including worker outreach, site visits, and campaign activities, recognizing that member involvement is essential to successfully building union strength in the energy sector.

Because:

- The energy sector remains a cornerstone of the Canadian economy, employing thousands of workers across oil and gas, renewables, utilities, chemicals, and related services;
- Many workers in the energy sector face significant workplace risks, including exposure to hazardous environments, long shifts, remote worksites, and inconsistent enforcement of health and safety standards;
- Unionized workplaces have consistently demonstrated stronger health and safety protections, including joint health and safety committees, enforceable standards, and the right to refuse unsafe work;
- The widespread use of contract labour, temporary workers, and subcontracting in the energy sector has led to wage suppression, job insecurity, reduced training standards, and a fragmentation of workplace rights;
- Unionization can address these challenges by establishing fair wages, stable employment, consistent training standards, and equitable treatment across directly employed and contracted workers;

- Organizing in the energy sector is critical to ensuring a just transition as Canada evolves its energy systems, guaranteeing that workers have a voice in technological, environmental, and policy changes affecting their livelihoods;
- Canadian workers require a Canadian union, and Unifor is best positioned at this critical moment in history to ensure that decisions about Canadian energy jobs, industrial strategy, and worker representation are made right here in Canada.

Respectfully Submitted by Local 530-A

Resolution No. 4

Protect Canadian Deuterium Uranium (CANDU) Technical Expertise

Unifor National Will:

- Campaign to publicly expose and restrict the outsourcing of CANDU technical expertise;
- Support local collective bargaining efforts that protect CANDU technical expertise and Canadian intellectual property by limiting contracting out and the offshoring of CANDU design, engineering, and support services;
- Lobby governments to link publicly funded energy infrastructure projects to minimum domestic engineering and design requirements by enforcing a Buy Canadian procurement standard;
- Campaign to protect CANDU technology and fuel supply chains from the introduction of foreign-owned and foreign-designed reactors that depend on foreign fuel;
- Coordinate with progressive policy organizations to expose the security and economic risks associated with outsourcing CANDU design expertise and intellectual property;
- Build public awareness of the importance of protecting and promoting CANDU technology and its highly skilled, domestic, unionized workforce;
- Organize a coalition of CANDU-related industries and organizations to emphasize the importance of excluding public energy infrastructure from international trade and services agreements, to prevent foreign investor challenges to local hiring policies.

Because:

- Changes in global trade policy require Canada to move away from the deregulated free trade programs of the past and build a more self-reliant and resilient domestic economy;
- Global instability and shifts in trade practices could jeopardize the effective operation of Canada's energy sector;
- Federal and provincial policies and procurement processes have opened the door to nuclear designs that require foreign-sourced enriched fuel, undermining Canada's national energy sovereignty;
- Federal trade policy has undermined workers' rights, placed downward pressure on wages, and restricted the capacity of governments to regulate in the public interest;

- Canadian taxpayers have supported CANDU technology through investments and loans that funded CANDU design upgrades, domestic and international new builds, and refurbishments;
- CANDU technology is a proven, safe, and reliable nuclear technology that uses a domestic supply chain and supports more than 90,000 jobs in Canada.

Respectfully Submitted by Local 7474

Resolution No. 5a

Building Worker Power and Knowledge around AI

Unifor National Will:

- Continue to update its body of research and work related to the implementation and use of AI in the workplace, and make these AI-related resources available to National Representatives, Bargaining Committees, Local leadership, Staff, and the general membership in a way that is accessible and centralized.
- These AI-related resources should provide sector-specific analysis, information, and model contract language. Key topics should include:
- Best practices to address the issue of workplace surveillance and invasion of privacy;
- Protecting worker data, metadata, and intellectual property;
- The creation of AI/New Technology committees and other measures to allow for meaningful consultation between employers and workers;
- Mitigating against job replacement, work reduction, and de-skilling; and
- Preventing AI from being used for decisions related to hiring, evaluation, discipline, or termination.
- Continue to monitor, study, analyze, and provide training and resources related to the potential impacts of AI on various workers, the economy, particular sectors, the environment, and the general public.

Because:

- Artificial intelligence systems pose significant and documented threats to workers through job displacement, algorithmic surveillance, and erosion of collective bargaining rights;
- The rapid deployment of AI across workplaces has outpaced regulation, leaving workers without adequate protections against algorithmic management, data extraction, and forced adoption;
- The use of AI has proven detrimental to cognition, mental health, working conditions, and job satisfaction;
- Large language models and generative AI have been trained on stolen data and intellectual property; The underlying pressure for AI adoption is tied to mass surveillance of workers and the general public;

- Big Tech does not have the public's best interest in mind and is actively funding and participating in/facilitating genocide, authoritarianism, corporate monopolies, and the erosion of democracy;
- Grassroots civil society organizations are doing essential public interest work to hold big tech accountable, and union solidarity is critical to that ecosystem.

Respectfully Submitted by Local 567

Resolution No. 5b

Support the Growing Movement Against Hyperscale Data Centres

Unifor National Will:

- Direct the relevant staff and departments to develop a better understanding of the potential environmental, climate, technological, economic, legal, and human impacts of hyperscale data centres in Canada, both now and in the future. This analysis should be made available to National, Regional, Sectoral, Departmental, and Local leaders as well as the general membership;
- Develop a set of standards, recommendations, and best practices regarding the approval and development of proposed data centre infrastructure;
- Identify opportunities to support activists and local communities who are seeking meaningful consultation and input regarding proposed data centre infrastructure in their communities;
- Commit to supporting Indigenous communities when they call for meaningful consultation and input on proposed AI Data Centres.

Because:

- Hyperscale data centres consume vast quantities of water and energy, disproportionately burdening communities near proposed sites and accelerating the climate crisis. The environmental impact of data centres (particularly, those at hyperscale) is catastrophic.
- Big Tech does not have the public's best interest in mind and is actively funding and participating in/facilitating genocide, authoritarianism, corporate monopolies, and the erosion of democracy;
- Indigenous peoples across Turtle Island have not been meaningfully consulted about proposed data centre infrastructure on or near their territories, in violation of their rights under UNDRIP and the TRC Calls to Action;
- The general public have not been meaningfully consulted about proposed data centre infrastructure in or near their communities.

Respectfully Submitted by Local 567

Resolution No. 6,7,8

Responsible Development of Canada's Mineral Resources

Unifor National Will:

- Lobby the federal and provincial governments to strengthen mining laws, regulations and policies to encourage the full and responsible development of Canada's mineral resources, including critical minerals, lower-grade ore and ore located along shared mining boundaries;
- Lobby governments to establish mechanisms that encourage cooperation between neighbouring mining companies where mineral resources may otherwise be stranded, including boundary mining agreements, joint ventures or other arrangements that provide fair compensation to all affected claim holders;
- Lobby governments to discourage the long-term warehousing of mineral claims without development and to encourage reasonable development timelines for economically viable mineral resources;
- Lobby governments to prioritize the development of existing brownfield mining sites and encourage the recovery of lower-grade ore where technically and economically feasible, including through incentives, new technologies and the use of existing mining and processing infrastructure;
- Lobby governments to review existing mining legislation and regulations and make the necessary changes to prevent the unnecessary loss or sterilization of mineral resources and ensure their development benefits Canadian workers, communities and the economy.

Because:

- Significant mineral resources can be left undeveloped or permanently stranded because of mining claim boundaries, inactive claims or short-term economic considerations;
- Significant quantities of lower-grade ore remain within existing brownfield mining operations and advances in technology may allow these resources to be economically recovered using existing infrastructure;
- Critical mineral resources are important to Canada's economic growth, industrial supply chains, regional development and broader strategic interests;
- Canada's mineral resources are finite and non-renewable, and governments should ensure they are developed responsibly and efficiently rather than unnecessarily wasted, stranded or held indefinitely without development;

- Maximizing responsible mineral development can extend mine life, protect and create good Canadian jobs, support mining communities and ensure Canadians receive the greatest possible benefit from the country's natural resources.

Respectfully Submitted by Local 598

Resolution No. 10

Unifor Action Plan on Equity

Unifor National Will:

- Develop, through its Equity and Racial Justice Department and Women's Department, a national action plan aimed at improving the representation of equity-seeking groups within its structures, governing bodies, and decision-making forums;
- Ensure that the action plan includes measures to conduct a periodic demographic survey of Unifor members, while respecting confidentiality, protecting personal information, and ensuring voluntary participation;
- Ensure that the action plan includes mechanisms to identify and analyze the barriers to participation, representation, leadership development, and advancement that still exist for equity-seeking groups, including, but not limited to, 2SLGBTQIA+ members, Black, Indigenous and Workers of Colour, women, newcomers, persons with disabilities, young workers, and other marginalized communities;
- Present the action plan to the 2027 Canadian Council, accompanied, to the extent possible, by a status report, available data, the main obstacles identified, the objectives set, and the proposed measures;
- Inform the 2027 Canadian Council of the results and the corrective measures necessary to continue making progress toward more equitable representation and the full participation of all members in union life;
- Dedicate sufficient human, financial, and organizational resources to enable this work to be carried out, to the Equity and Racial Justice Department, the Women's Department, and to the committees working with groups seeking equity.

Because:

- Unifor is committed to promoting and strengthening equity, diversity, inclusion, accessibility, and the full participation of all members in union life, particularly within its structures, governing bodies, committees, and decision-making forums;
- Equity audits can help identify gaps in representation and participation within local unions, regional structures, national leadership, elected positions, committees, conferences, educational programs, and union staff.

Respectfully Submitted by Local 6008

Resolution n° 13

Protecting Public Infrastructure, Worker Successorship Rights, and Good Jobs Against Privatization and Automation in Canada's Aviation Sector

Unifor National Will:

- **Oppose Airport Privatization:** The Unifor Canadian Council strongly reaffirms its absolute opposition to any form of airport privatization, commercialization, or profitization of Canada's airports, and demands that the federal government keep all airports under a public, not-for-profit model dedicated to service quality and public accountability;
- **Strengthen Federal Successorship Legislation:** Unifor intensify its national lobbying campaign to pressure the federal government to enact robust, permanent amendments to the Canada Labour Code that guarantee full successor rights and obligations for airport authorities and all third-party service providers, thereby ending the harmful practice of "contract-flipping" and protecting existing union certifications, wages, and working conditions;
- **Protect Workers Against AI and Automation Displacement:** Unifor demand strict provisions in collective agreements and federal regulations ensuring that AI and automation technologies supplement, rather than replace, airport workers, guaranteeing full advance disclosure of technological changes, paid retraining, and absolute job security for all affected members;
- **Demand Workforce-First Infrastructure Investments:** The federal government and airport authorities look to international public airport models that prioritize workforce development and high-standard job creation alongside capital upgrades, ensuring that facility investments uplift workers rather than substitute them with automated systems or underpaid contract labor.

Because:

- Canada's National Airport System (NAS) airports are critical public assets built and sustained by the public, serving as vital economic lifelines that must remain strictly public and not-for-profit rather than financial commodities for private equity or profit-seeking entities;
- Federal budgets and policy directions that open the door to airport privatization and commercialization have consistently proven to siphon off profits, suppress wages, drive up costs for travelers, and compromise public safety and public accountability;

- Airport service workers—including ground handlers, customer service staff, and maintenance personnel—face chronic instability due to contract-flipping (contract retendering), where service providers change every few years, wiping out union certifications and seniority, and forcing workers to reapply for their own jobs with wage cuts and stripped benefits;
- While legislative measures like Private Member's Bill C-330 have highlighted the urgent need for federal action, Canada Labour Code successorship protections for airport service contracts remain inadequate, leaving workers vulnerable to continuous disruption;
- The rapid advancement of artificial intelligence (AI) and automation technologies in the aviation sector threatens job security if deployed to cut headcounts rather than enhance human labor;
- Leading public airports around the world demonstrate that modernizing infrastructure goes hand-in-hand with heavy, long-term investments in the workforce rather than outsourcing operations or replacing workers with machines.

Respectfully Submitted by Local 2333

Resolution n° 14

Protect Publicly Owned and Operated Transit Services

Unifor National Will:

- Advocate/campaign for publicly owned and publicly operated transit services as the preferred model for transit service delivery and support opportunities to transition contracted transit services back to public operation;
- Provide full support for locals representing public sector transit workers to bargain language in their collective agreements prohibiting the contracting out of any operational, maintenance or other work to private corporations; and,
- Provide full support for locals representing transit workers currently in the private sector to bargain the strongest possible wage, benefit, and working conditions, and in line with their public sector counterparts where applicable.

Because:

- Politicians at all levels of government attempt to reduce costs for transit services by contracting out the operation of transit services to private corporations at the expense of wages, benefits, and working conditions of transit workers.
- Transit workers are subject to stressful working conditions, including harassment and assault, and deserve to be well-compensated for the service they provide in their communities, which private corporations do not do in comparison to their public sector counterparts.
- Public sector transit employees reinvest their earnings and pay taxes back into the communities they live in, whereas private corporations funnel taxpayer dollars into the pockets of business owners, and shareholders.
- Public transit is an important community service and a form of transportation infrastructure, not a profit-driven enterprise to be contracted-out to the lowest bidder.

Respectfully Submitted by Local 114

Emergency Resolution

Unifor National Will:

- Condemn HF Sinclair's planned shuttering of Canada's only base oil refinery.
- Ask that the federal and provincial governments to designate the Mississauga Lubricants Centre as critical infrastructure and intervene through all available mechanisms to ensure sovereign base oil refining continues in Canada.
- Call on the federal government review any net-benefit commitments made during the 2017 acquisition of Petro-Canada Lubricants that HF Sinclair may have not met under the Investment Canada Act.
- In response to recent Canada-US trade negotiation breakdowns, seek a new industrial policy for the downstream chemical sector including anti-dumping measures targeting foreign subsidized base oils, "Buy Canadian" procurement mandates for base oils, and rules to promote R&D tax credits and industrial subsidies that translate into domestic manufacturing and good union jobs.
- Work with federal and provincial regulatory agencies to respond to under-investment in Canadian energy infrastructure and instead promote reinvestment into facility modernization, maintenance, and safety, instead of distributing profits via share buybacks and dividends.
- Build a public campaign to educate the public and government on the importance of preserving domestic value-added refining capacity.

Because:

- On July 28, 2026, US-based HF Sinclair announced the planned retirement of its base oil refining assets at the Mississauga Lubricants Centre over 2027 wiping-out Canada's only Group II and Group III base oil refining capacity.
- The Mississauga Lubricants Centre (15,600 barrels per day capacity) is a cornerstone of Canadian industrial sovereignty, exporting to more than 80 countries and supplying critical high-grade lubricants, greases, and process oils essential for mining machinery, rail transportation, automotive drivetrains, agricultural combines, food-grade packaging, cosmetics production, and pharmaceutical manufacturing.
- The shutdown is not driven by financial distress. HF Sinclair generated Q2 2026 profits of \$892 million (\$181 million in operating income from its lubricants division) and spent \$265 million on share buybacks and dividend hikes.
- HF Sinclair's restructuring plan outsources production to South Korea and America for explicit import. While the research and development will be retained in Canada,

it will be exploiting public subsidies for engineering and public research to develop exported intellectual property.

- The breakdown of recent Canada-US trade negotiations and American tariff attacks expose Canada should not abandon domestic base oil refining as it leaves us vulnerable to American import markups and geopolitical crises.

Respectfully Submitted by Local 593

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