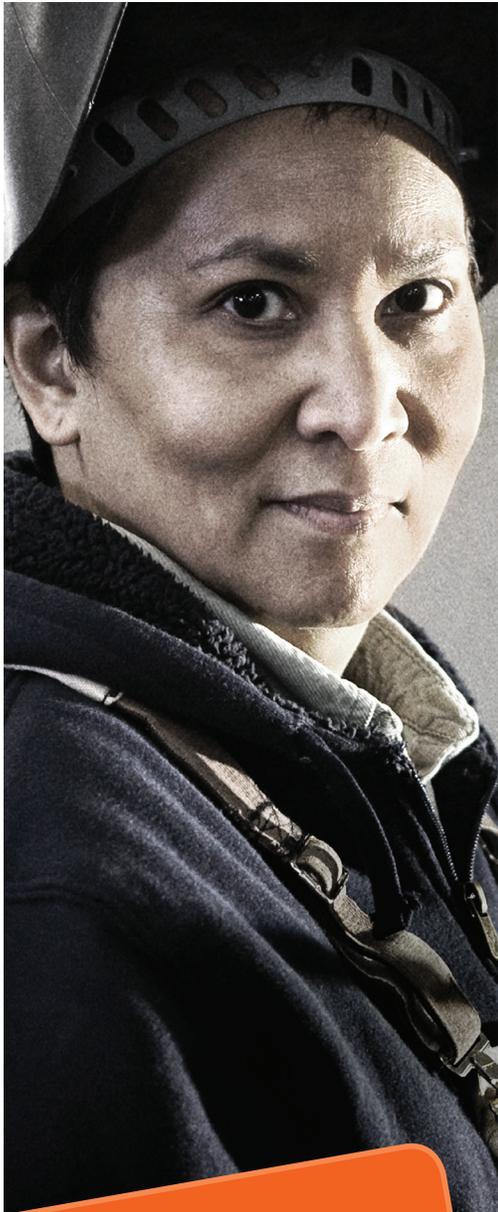


CLC REPORT TO LABOUR COUNCILS - MARCH 2014



International Women's Day 2014: Inspiring Change

International Women's Day is an occasion to reflect on the progress we have made toward achieving fairness, equality and justice for women in Canada and across the globe. It is a time to be inspired by the change we have achieved together, and to renew our resolve to continue to work hard on the unfinished business.

When workers stand together for fairness, we can be a powerful force for women's equality and positive change, at the workplace and in society. We have improved women's wages, narrowed the gender wage gap, negotiated benefits, leaves and other provisions to help women balance work and family responsibilities. We help make the workplace safer, challenge harassment and discrimination. We have helped open doors to women working in trades and technology and we build women's leadership and political participation. The change that unions have achieved is indeed inspiring.

But there is so much more change needed.

Canada's labour movement continues to push for leadership to address Canada's child care crisis, and is working hard to expand the Canada Pension Plan so everyone can retire in dignity and security.

On December 6th, 2013 the Canadian Labour Congress and Western University launched a groundbreaking national survey on the impact of domestic violence on workers and workplaces. It is the first-ever survey of its kind in Canada. Our intention is to provide made-in-Canada research that will help unions, employers, advocates and governments develop good public policy as well as negotiate workplace supports. We hope to inspire a change in the way we think about violence at home and how it reaches the work place, and find ways to make our workplaces safer.

We know the workplace is not always a safe place for women. One in ten women aged 18 to 24 reports having experienced sexual harassment at work within the previous 12 months. According to the Association of Workers' Compensation Boards of Canada (AWCBC), five percent of women who died at work in 2012 were killed as a result of gun violence. Half of Canadian women will experience at least one incident of physical or sexual violence in their lifetime. In Canada on any given day, over 3000 women (along with their 2500 children) are staying in an emergency shelter to escape domestic violence. These

UNIONS
together
WE'VE GOT
SOME RESPECT

● ***What's next for your union?***

statistics are even far worse for refugee and recent immigrant women, women living with a disability, indigenous women and girls, racialized women and trans women.

The Canadian Labour Congress believes that we cannot end violence against women and girls without looking at the pressure that living with violence at home puts on their lives at work.

On International Women's Day, we are inviting our members and all workers to help us find ways to make workplaces safer by filling out our survey and encouraging others to do the same.

The CLC survey is online and available in English and French until June 6, 2014. All workers over the age of 15 are encouraged to complete the survey, whether or not they have personally experienced or witnessed domestic violence. The survey is completely anonymous and takes between 10 and 30 minutes to complete.

Take the survey here: <http://fluidsurveys.com/s/DVatWork/>

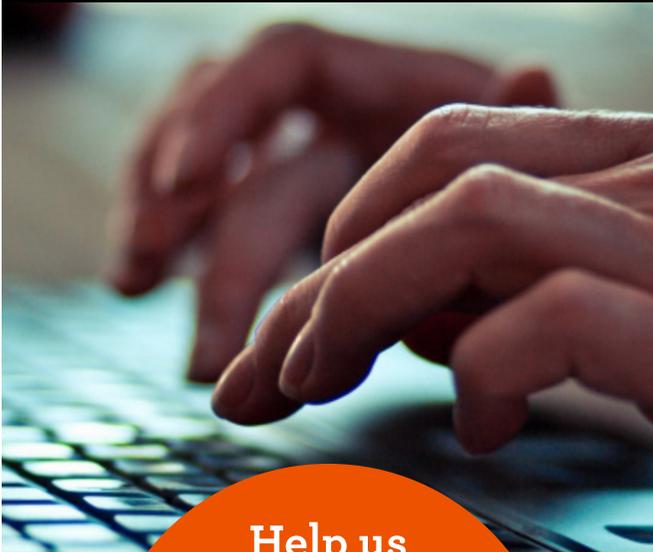
The survey will help break the silence about violence in the workplace and the impact of violence at home.

Let's work together to inspire change for women and for all workers. Acknowledge and stand up against violence in the workplace, at home and in the community.

Like us on Facebook at <https://www.facebook.com/womenslivescount>

ONTARIO REGION SUMMER SCHOOL 2014

The Ontario Region's Summer School will be held at the UNIFOR Family Education Centre in Port Elgin, Ontario. Week 1 of the school will be running from July 13-18, 2014 and Week 2 of the school will be running from July 20-25, 2014. A full list of courses, course descriptions, and registration information is available on our website at: <http://www.canadianlabour.ca/newsroom/events/ontario-region-summer-school-2014>. Flyers for the summer school are also available through your CLC Regional Representative.



CAN WORK BE SAFE WHEN HOME ISN'T?

Help us
learn more
about the impact
of domestic
violence in the
workplace.

Expand the Canada Pension Plan -- Petition Campaign

In December 2013, the CLC launched a petition campaign asking that the Federal Government work with the provinces and territories to expand the Canada and Quebec Pension Plans without delay. We hope to collect as many signatures as possible before introducing the petition to the House of Commons. For a successful campaign, we need the help of every labour and community activist possible.

We ask that local affiliates continue to assist in the collection of petition signatures, not only among their members but also among their friends and family and the communities where they live. To receive copies of this petition, please contact your CLC representative and they will arrange to get them to you. If you have signed petitions, please mail them to the CLC – Ontario Regional Office at the address below:

Canadian Labour Congress – Ontario Region
15 Gervais Dr., Suite 401
Toronto, ON M3C 1Y8

Bill C-525

The Standing Committee on Human Resources, Skills and Social Development (HUMA) report with amendments of private member's bill C-525 to change certification and decertification procedures in the Canada Labour Code, was presented to the House of Commons on February 24th.

The amended C-525 eliminates automatic certification in all 3 statutes, and replaces it with mandatory representation votes. In the certification process, the amended C-525 will raise the Canada Labour Code trigger for a mandatory representation vote from 35% to 40%, and will introduce a new trigger of 40% in the Public Service Labour Relations Act (PSLRA) and Parliamentary Employment and Staff Relations Act (PESRA) for a mandatory vote. The vote will continue to be decided on a majority of votes cast.

For decertification applications, the amended C-525 changes all 3 statutes by introducing a 40% threshold for an application for decertification and a mandatory decertification vote. The

decertification vote will continue to be decided on a majority of votes cast.

Bill C-525 will come into force 6 months following Royal Assent.

We're expecting the Bill to be brought back the week after the March break, meaning the first hour of debate will be in April, although it is possible that they could move it up. Please contact your MP and ask that they defeat Bill C-525 or abstain from voting, and please request your union members to do the same.

Bill C-279

Bill C-279: An Act to amend the Canadian Human Rights Act and the Criminal Code (gender identity), is a private member's bill introduced by Randall Garrison (NDP) to include gender identity as a prohibited ground of discrimination. It passed second reading in the Senate on February 4, 2014.

A small group of community activists, NGOs and labour met recently to come up with a strategy to urge the Senate to hold a vote on the Bill now, the way it is, without any amendments. So far, the CLC and many other affiliates, have signed on to a joint statement to the Senate urging them to pass the Bill. A copy of the open letter to members of Canada's Senate in support of Bill C-279 on Gender Identity is available on the Amnesty International Canada website (in both official languages) at <http://www.amnesty.ca/news/coalition-letters/equal-rights-for-all-statement-in-support-of-bill-c-279-an-act-to-amend-the>.

A call has also been issued for women's organizations to sign on to a second joint letter to Senator Nancy Ruth regarding Bill C-279. The Bill is currently before the Senate, and it appears that Senator Nancy Ruth intends to bring forward an amendment that would add "sex" to the hate crimes section of the Criminal Code. Currently, the Bill only adds gender identity. The concern about the amendment is not the content, but the fact that an amendment to the Bill at this stage would force it to go back to the House of Commons for reconsideration, where it may not pass again. This situation increases the likelihood of the Bill facing renewed opposition, and the delay could also mean that the Bill dies before the next federal election.

together FAIRNESS WORKS

EVENTS IN ONTARIO

Event	Date/Time	Location	Meals/ Refreshments
Leadership Seminar Kingston	Tuesday, March 18, 2014 9:00 am – 4:30 pm	USW Local 343 105 Sutherland Drive, Kingston, ON K7K 5V6	Light Lunch
Leadership Seminar Orillia	Saturday, March 22, 2014 9:00 am – 3:30 pm	Royal Canadian Legion 215 Mississauga Street East Orillia, ON L3V 1W2	Coffee/Light Lunch
Leadership Seminar Peel Region	Thursday, March 27, 2014 9:30 am – 3:30 pm	Teamsters Local 419 1890 Meyerside Dr, Mississauga, ON L5T 1B4	Light Lunch
Leadership Seminar Owen Sound	Saturday, April 12, 2014 9:30 am – 3:30 pm	OPSEU Owen Sound Regional Office 100 – 1717 - 2 nd Avenue East Owen Sound, ON N4K 6V4	Coffee/ Light Lunch
Engager Training Toronto	Saturday, April 12, 2014 9:00 am – 1:00 pm	OFL Building, Main Floor 15 Gervais Drive, Toronto, ON M3C 1Y8	Coffee/ Light Lunch
Engager Training Kingston	Tuesday, June 17, 2014 11:30 am – 4:00 pm	USW Local 343 105 Sutherland Drive, Kingston, ON K7K 5V6	Light Lunch
Leadership Seminar Peterborough	Tuesday, September 23, 2014 9:00 am - 4:00 pm	Peterborough Navy Club Admiralty Hall, 24 Whitlaw Peterborough, ON K9J 1K9	Coffee/Tea Light Lunch
Engager Training Peterborough	Tuesday, November 25, 2014 11:30 am - 4:00 pm	Peterborough Navy Club Admiralty Hall, 24 Whitlaw Peterborough, ON K9J 1K9	Coffee/Tea Light Lunch

To register visit the canadianlabour.ca click on the **Member Login** button and then click on the **Events** tab.

For more information on *together* FAIRNESS WORKS, please visit canadianlabour.ca

