

The following policies are combined from the former CAW Locals 1990 and 2213, adopted at the founding convention in 2002.

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Airport Security #1

WHEREAS: commercial aviation is becoming a target for terrorist activities; and

WHEREAS: Transport Canada has failed to implement a positive baggage match security procedure on all domestic flights; and

WHEREAS: Some carriers have developed a system whereby passengers are responsible for placing their bags on the airline's baggage belts; and

WHEREAS: these baggage belts are unsupervised and could allow for an unsafe bag to be processed without the knowledge of airport employees; and

WHEREAS: the safety of airline workers and passengers is compromised by the lack of security procedures at all Canadian airports;

BE IT RESOLVED THAT: the Union should pressure those responsible for airport security to implement full security measures at all airports throughout the country; and

BE IT FURTHER RESOLVED THAT: the Union lobby the government with respect to ensuring that security measures be adopted which will ensure the safety of our members in Canadian airports; and

BE IT FURTHER RESOLVED THAT: the Local continue to pressure the Federal government to reinstate domestic baggage sequencing and to impose heavy penalties on airlines for non-compliance with airport security guidelines.

Airport Security #2

WHEREAS: companies are putting a dollar value on airport security; and

WHEREAS: commercial aviation is becoming a target for terrorist activities.

BE IT RESOLVED THAT: the Local Union should force those responsible for airport security to bring back full security measures at all airports throughout the country; and

BE IT FURTHER RESOLVED THAT: the Union lobby the government with respect to ensuring that security measures be adopted which will ensure the safety of our members in Canadian airports.

Airport Security #3 (1986)

WHEREAS: the Union is opposed to the Airport Restricted Area Access Clearance Program as a means of resolving the lack of airport security; and

WHEREAS: the federal government's Airport Restricted Area Access Clearance Program requires the fingerprinting and in-depth CSIS security check of airport workers and their families; and

WHEREAS: these measures are a violation of privacy and fundamental human rights; and

WHEREAS: there is no justification or rationale for these measures; and

WHEREAS: the government ought to be implementing airport security measures that really increase security as opposed to merely creating the impression of increased security.

Privacy issues (1986)

BE IT FURTHER RESOLVED THAT: the Local Union, through cooperation with other airline unions, membership education, media exposure and government lobbying, pressure the government to implement an improved Security Clearance Program which does not infringe upon the privacy and rights of all airport workers and their families.

Childcare (1986)

WHEREAS: the raising of children is a social as well as individual responsibility; and

WHEREAS: the requirement for child care is increasing as the economic crisis forces both parents into the labour force, and as the number of single parents grows; and

WHEREAS: the future generation of our country have become victims of the economic crisis through cut-backs in funding, under-staffing and limited facilities in the field of child care services.

BE IT RESOLVED THAT: the Local Union support the implementation of legislation to provide universal, publicly-funded and non-profit child care for every child regardless of age, on a 24-hour basis, reflecting the variable needs of Canadian families, as a social right; and

BE IT FURTHER RESOLVED THAT: approved expenses for child care for member(s) on Union business (amount to be determined by the Executive Board) will be borne by the Local Union; and

BE IT FURTHER RESOLVED THAT: the Local Union will encourage discussion on the subject of child care at District Membership

Collective bargaining (1986)

WHEREAS: we must ensure that the collective bargaining process accurately represents the aspirations of an informed membership.

BE IT RESOLVED THAT: it is the Local Union's policy that the collective bargaining process should function in as open a manner as possible and that membership participation in and support of the collective bargaining process is to be encouraged; and

BE IT FURTHER RESOLVED THAT: the following measures are adopted as the Local Union's collective bargaining procedures in furtherance of that policy:

1. A pre-bargaining meeting will be convened several months in advance of the proposal meetings. At that meeting the Vice President(s) from the Unit, District Chairpersons, and the relevant Staff Representatives will discuss the significant issues likely to be on the bargaining table for both sides.
2. Background and educational material on the major issues will be prepared and distributed to the membership following the pre-bargaining meetings.
3. The Chairperson of the bargaining committee will act as communications coordinator.
4. The coordinator's function is to work with the President of the Local Union to ensure that the membership is kept informed of the nature of the issues and the course of bargaining throughout the bargaining process with the purpose of solidifying membership support.
5. At the commencement of bargaining, the communications coordinator and the President of the Local shall prepare a short document for distribution to the membership setting out the issues which the committee intends to focus on during bargaining.
6. The Chairperson of the bargaining committee shall prepare a report at the end of each bargaining session for the President and Vice President(s) of the Local Union.
7. Prior to ratification meetings, the bargaining committee will endeavour to meet with the District Chairpersons to explain the negotiated changes.
8. The bargaining committee will prepare a document in detail for the membership which outlines changes to the Collective Agreement.
9. At ratification meetings the bargaining committee and/or Chairperson of the meeting shall ensure that the membership is informed of all items contained in a back to work agreement or memorandum of settlement.
10. The bargaining committee will see that copies of the contract are distributed to district officers in both languages less than six (6) months after ratification.
11. All bargaining committees in Local 2002 will strive to ensure that all contract language is gender neutral.

Economic Action (1986)

WHEREAS: it is of vital importance to continually promote Union solidarity amongst our members, especially during times of economic action; and

WHEREAS: it is fact that our members' standard of living does deteriorate during a legal strike and that they are in greatest need of moral and financial support during such a period of time.

BE IT RESOLVED THAT: the Local Union encourage all its members to participate in and support the legal strike activities of our members in all other units. Such support should include, but not be limited to:

1. fund raising
2. picket line participation
3. letters to the Corporation opposing their position
4. cards/telegrams of encouragement to the members picketing

Electronic surveillance and monitoring (1986)

WHEREAS: new technology is being developed and used as a tool for employers to increase individual productivity and monitor an individual's performance; and

WHEREAS: studies have proven that workers who experience such controls suffer high stress levels; and

WHEREAS: high stress levels cause stress-related illness.

BE IT RESOLVED THAT: the Local Union organize with other Unions to obtain a ban on electronic monitoring of an individual's work performance; and

BE IT FURTHER RESOLVED THAT: the Local Union commits its efforts to obtaining contract language that bans individual machine pacing/monitoring; and

BE IT FURTHER RESOLVED THAT: the Local Union lobby the government to enact legislation which prohibits individual electronic surveillance in the work-place.

Working conditions (1986)

WHEREAS: it is the fundamental right of every worker to be employed under conditions which promote the highest degree of physical, mental and social well-being; and

WHEREAS: better health and safety is the product of better working conditions.

BE IT RESOLVED THAT: the Local union affirm its commitment for improved Working conditions, and furthermore, that future negotiation committees make health and safety and improved working conditions a high priority item in the collective bargaining process.

VDTs (1986)

WHEREAS: employees working with VDT's are subjected to a wide range of known and suspected physical, visual and psychological hazards.

BE IT RESOLVED THAT: the Local Union negotiate minimum standards on the use of computer terminals, such standards to include, but not limited to:

1. Provisions for extra breaks for all computer terminal users.
2. Proper observance of ergonomic, lighting and air quality standards.
3. Provisions for ergonomically designed work stations.
4. Annual medical and visual examinations with a doctor of the employee's choosing, at employer expense.
5. Reassignment to other work, or an extended leave of absence for any pregnant worker.
6. No loss of pay or job security for any worker as a result of the above.
7. The replacement of old VDTs with the newer technology Low Emission Terminals (L.E.T.s)

Smoke free meetings (1986)

WHEREAS: over 30,000 premature deaths annually in Canada are directly related to smoking; and

WHEREAS: prolonged exposure to other people's tobacco smoke gives rise to a number of health problems, including some risk of cancer.

BE IT RESOLVED THAT: a ban on tobacco smoking be introduced at all meetings called by this Local or by its representatives.

AIDS

WHEREAS: our Local is concerned with the current AIDS issue as our members may contract or be exposed to the AIDS virus; and

WHEREAS: in thinking about AIDS, it is essential that we do not confuse our feelings about the disease with our feelings about the victims of the disease; and

WHEREAS: Local 2002 is opposed to discrimination in any form.

BE IT RESOLVED THAT: our Local opposes any discriminatory practices against our members who have contracted AIDS; and

BE IT FURTHER RESOLVED THAT: our Local conduct Educational Programs on the disease "AIDS".

WHEREAS: employers lay off Union members and resort to the use of overtime; and

WHEREAS: some collective agreements are not clear as to whether overtime is voluntary or mandatory; and

WHEREAS: we believe overtime should be voluntary.

Overtime (1986)

BE IT RESOLVED THAT: the Local Union attempt, through collective bargaining and through the legislative process, to ensure that overtime is not compulsory; and

BE IT FURTHER RESOLVED THAT: the Local Union Headquarters follow the overtime situation closely and strive to have the companies hire full-time staff as opposed to utilizing overtime; and

BE IT FURTHER RESOLVED THAT: the Local Union do all possible to educate the membership on the consequences working excessive overtime has on full-time employment and that pressure through negotiations be put on the companies to reduce the utilization of overtime; and

BE IT FURTHER RESOLVED THAT: the Local Union, through collective bargaining, increase the cost to the employer associated with the hiring of overtime; and

BE IT FURTHER RESOLVED THAT: any additional amounts levied against the employer shall be apart and separate from the wages normally due an employee working overtime; and

BE IT FURTHER RESOLVED THAT: the additional amounts levied against the employer shall be set aside in a local union fund to be used for the benefit of the Local Union's members as determined by the Executive Board; and

BE IT FURTHER RESOLVED THAT: the Local Union, through collective bargaining, introduce contract language that forces the employer to fill permanent vacancies.

Part-time Work

WHEREAS: benefits, seniority recognition and rights for part-time workers equal to those of full-time workers should be dealt with at the bargaining table; and

WHEREAS: due to the economic situation there is a growing trend towards and need for part-time work in the airline industry; and

WHEREAS: solidarity amongst union members is vital to our survival and bargaining strength.

BE IT RESOLVED THAT: in order to prevent further exploitation of both full-time and part-time workers by employers and in order to protect the job security of the Local Union's membership and enhance solidarity within

the ranks, bargaining committees shall attempt to achieve the following improvements for those members who are employed part time:

1. a limitation on the number of part-time workers;
2. control over the hiring of part-time workers to allow full-time workers the first option to accept part-time employment;
3. job security (i.e., layoff and recall rights by seniority) for part-time workers under all collective agreements;
4. health, welfare and pension benefits for part-time workers equal to those of full-timers on a pro-rated basis;
5. same hourly rates of pay and progression through the wage scale for part-time workers as full-time workers;
6. guaranteed scheduled hours of work for part-time workers
7. recognition of both full-time and part-time seniority upon changing status.

Pension plans

WHEREAS: pensions are earned by workers as deferred wages; and

WHEREAS: employers can unilaterally change or eliminate pension plans where there is no joint administration; and

WHEREAS: all employers are not compelled to fully disclose all information relating to pension plans.

BE IT RESOLVED THAT: the Local aim, through collective bargaining, to establish joint pension administration committees with equal representation from the employer and the Local; and

BE IT FURTHER RESOLVED THAT: the Local Union, through collective bargaining strive for full indexing of the pension plan(s); and

BE IT FURTHER RESOLVED THAT: the Local lobby the federal government for full information on all aspects of employee pension plans and full portability of all pension plans.

Political Action (1986)

WHEREAS: the gains won by Unions at the bargaining table are being eroded by government policies; and

WHEREAS: such legislation is a deliberate and direct attack on social gains and democratic rights of Canadian workers; and

WHEREAS: regressive legislation such as free trade and deregulation is a direct and deliberate attack on social gains of workers; and

WHEREAS: the current economic situation in Canada creates conditions favourable to the use of scabs by management and owners during strikes and lockouts; and

WHEREAS: the courts grant injunctions in labour disputes restricting picketing and undermining the bargaining power of Unions; and

WHEREAS: there is no legislation to prevent a company whose employees are on legal strike to bring in scab labour: these scabs are a major threat to the trade union movement causing much hardship among strikers and their families.

BE IT RESOLVED THAT: the Local Union assist pro-labour groups in fighting for anti-scab legislation; and

BE IT FURTHER RESOLVED THAT: All Local Union Officers are encouraged to participate in the political process at all levels of government by supporting parties or candidates who have policies compatible with the objectives of the Union.

Policy on Political Action (1986)

WHEREAS: Right-wing parties supported by corporations are determined to beat workers into submission and cause the complete devastation of the social fabric of our country; and

WHEREAS: Working people, the underprivileged and people without wealth or power in our society need elected representatives to be speaking out on their behalf, challenging failed neo-conservative policies; therefore

BE IT RESOLVED THAT: The Union affirm its support of social democratic political parties, urge all members to become active in such party, encourage members to run for elected office at all levels of government and, where able to do so, to affiliate such social democratic political party; and

BE IT FURTHER RESOLVED THAT: The Union commits resources to ensure that social democratic parties continue to represent a socialist alternative to the neo-conservative economic and social agenda; and

BE IT FURTHER RESOLVED THAT: The Union works with the party at every level to demand the leadership of such parties continue to support and represent its traditional constituency.

Public Health System (1986)

WHEREAS: A public health care system provided for equitable access to all citizens; and

WHEREAS: Public healthcare services are provided at less cost to taxpayers; and

WHEREAS: Public health care providers are directly accountable for the quality of care they provide; and

WHEREAS: Public services make an important contribution to our federal, provincial and local economies; and

WHEREAS: there is no room for profit in the delivery of essential human services; and

WHEREAS: The privatization of health care violates the intent of the Canada Health Act and the values of Canadian citizens;

THEREFORE BE IT RESOLVED that the Executive Board of Local 2002 write to the Federal Minister of Health to urge them to ensure enough funding be made available to protect Public Health Care; and

BE IT FURTHER RESOLVED that the Executive Board of Local 2002 makes information available to members about the need to fight privatization of our Health Care Services.

Technological Change

WHEREAS: the era of technological change is well underway and promises a drastic impact on the nature of our work, job classifications, job evaluation, pay rates and health and safety matters; and

WHEREAS: technological change will generate significant levels of unemployment, threatening our job security; and

WHEREAS: employers do not seem to care to retrain employees affected by technological change and legislation does not provide adequate protection for our members; and

WHEREAS: district membership support on such a vital issue is essential; and

WHEREAS: the advent of technological change is a threat to the health and safety of workers; and

WHEREAS: new technology is being introduced by corporations to reduce the labour force.

BE IT RESOLVED THAT: joint technological change committees be established in all Units; and

BE IT FURTHER RESOLVED THAT: during negotiations, the Local Union obtain contract language prohibiting the introduction of new technology until the Union and the employer have reached agreement through collective bargaining; and

BE IT FURTHER RESOLVED THAT: the Local Union continue to press for legislative changes related to technological change such as:

1. an enforceable and expanded definition of technological change;
2. immediate disclosure of all relevant information before the investment decision is made;
3. improved health and safety standards and more effective enforcement;
4. expanded training programs with no loss of pay;

5. adequate pensions for all workers;
6. applicable privacy legislation;
7. full employment policies

BE IT FURTHER RESOLVED THAT: contract language includes the following provisions:

1. a definition of technological change as the introduction of additional equipment of the same kind as that which presently exists, changes or modifications of existing equipment, the removal of part of the bargaining unit work, the partial or complete shutdown of operations associated with the introduction of equipment or a change in methods of work;
2. immediate disclosure of all relevant information before the investment decision is made;
3. expansion of scope job classifications;
4. health and safety improvements;
5. prohibition of individual monitoring;
6. job and income guarantees;
7. reduction of work time at no loss of pay;
8. mandatory retraining of all employees, at employer expense, and on employer time.

Women's Equality

WHEREAS: it is a fundamental right of every worker to be employed under conditions which recognize the equality of the sexes; and

WHEREAS: it is also a fundamental right of every person to live under these same conditions; and

WHEREAS: employers, government and society generally often fail to recognize this fundamental right; and

WHEREAS: the labour movement has a responsibility to endorse and promote the elimination of conditions which fail to recognize this fundamental right.

BE IT RESOLVED THAT: the Local Union use the means at its disposal to endorse and promote:

1. The active participation of its female membership in all levels of its activities.
2. The active participation of its female membership in the activities of the various groups formed to promote the equality of the sexes.

3. The discussion, at District membership meetings, of ways and means to eliminate conditions of inequality.

Violence Against Women #1 (1986)

WHEREAS: Recent statistics from Statistics Canada reveal a frightening situation about violence against women in that, for example:

1. 70% of women face sexual harassment in their working lives
2. every week 2-3 women are killed by their spouse/partner
3. 50% of women in Canada report having been sexually assaulted; and

WHEREAS: These statistics indicate that at least 50% of our population are in danger of being a victims of violence, and live with some level of fear every day of their lives, solely because they are women; and

WHEREAS: Cutbacks in Federal Government funding, and transfer payments (which have resulted in cutbacks in Provincial Government (funding) have resulted in women being turned away from shelters, on waiting lists, and have seriously eroded the ability of these support institutions to help women and children who have been the victims of violence; therefore

BE IT RESOLVED THAT: Local 2002 encourage the Districts to establish membership support groups - i.e. fund-raising committees, for womens shelters in their communities

Local 2002 encourage the districts to raise the awareness in their districts and their communities on the issues of violence against women;

Local 2002 attempt to negotiate a minute silence at the workplace, for December 6th of every year.

Violence Against Women #2 & Women's Committees (1986)

WHEREAS: Violence against women is a serious problem for women and their children; and

WHEREAS: Shelters, transition houses, resource centre, counseling and support program face closure because of cutbacks; and

WHEREAS: Reduced funding for women's support services perpetrates violence against women; and

WHEREAS: Little funding is available to provide counseling in anger management and substance abuse for batterers.

THEREFORE BE IT RESOLVED that the Regional Vice Presidents write to their Provincial Ministers of Community and Social Services to urge them to increase support for the services listed above; and that the Local encourages the members to write the Provincial Ministers of Community and Social Services.

BE IT FURTHER RESOLVED that the Executive Board of Local 2002 continue to support the regional women's committees by providing education and funding.

Sexual Harassment (1986)

WHEREAS: Sexual harassment is illegal; it is abusive, and often violent, and causes economic, social, physical and psychological damage to fellow workers; and

WHEREAS: Sexual harassment is widespread in the Canadian workplace - one study estimates that 83% of working women have experienced one form or another of sexual harassment - in fact it is the single most dangerous occupational hazard for women in the labour force; and

WHEREAS: Companies, Unions, and individual workers can and have been successfully charged and found responsible for damages as a result of Sexual Harassment; and

WHEREAS: Sexual Harassment has successfully been found to be compensable under the Workers' Compensation Act; therefore

BE IT RESOLVED THAT: Local 2002 declare all union meetings, functions and assemblies, and all offices and workplaces at all levels, to be harassment free;

Local 2002 meet with employers with whom it has a bargaining relationship, as soon as possible, to negotiate mandatory training on the issue of Harassment in the work place. Such sessions shall be held in every workplace where we have members, and to be conducted by Union facilitators.

Travel Agencies (1986)

WHEREAS: travel agencies with the blessing of the airlines threaten the well-being of our membership; and

WHEREAS: other Unions affiliated with the CLC, provincial Federations of Labour Councils have actively promoted Union-made products and services.

BE IT RESOLVED THAT: Union officers endeavour to promote the use of unionized passenger service with, among other means, resolutions to conventions.

Language Training (1986)

WHEREAS: the federal/provincial governments are requiring employers to have a functional bilingual capability at locations where members of the Local union work; and

WHEREAS: all employers do not take advantage of government funding for bilingual training; and

WHEREAS: the federal/provincial government's policy may affect the job security of our members.

BE IT RESOLVED THAT: the Local Union encourage employers to take advantage of the government's programs for funding of language training; and

BE IT FURTHER RESOLVED THAT: Districts encourage contract proposals which would preclude the erosion of existing jobs on the basis of language requirements; and

BE IT FURTHER RESOLVED THAT: Districts encourage members to make application to their employers for paid leave for language training where necessary.

Full Time Employment (1986)

WHEREAS: it is a fundamental right of every worker to have access to full-time employment.

BE IT RESOLVED THAT: full-time employment must remain the Union's first priority.

Bulletins and Correspondence (1986)

All correspondence or bulletins from the Local Headquarters sent to members and/or union officers of the Eastern Region and Ottawa will be distributed simultaneously in the two (2) official languages of Canada; i.e. in English and French.

Bylaws

WHEREAS: Numerous changes to the Local Bylaws have been debated and passed by the Delegates at Convention

THEREFORE BE IT RESOLVED that the Constitution and Bylaws Committee be empowered to make such editorial changes as required to incorporate these amendments into the Bylaws in such a way as not to change or alter the intent of the Bylaws or the Resolutions passed in Convention.

Youth (1996)

BE IT RESOLVED that CAW Local 2002 actively engage in a program to ensure youth participation at all levels of the Local.

Retirees (1996)

WHEREAS: Many of our retired members are no longer connected to the Union and some of them were once active members:

THEREFORE BE IT RESOLVED that the Executive of CAW Local 2002 undertake a program to communicate with and involve retirees in union activities.

Benefit Equity

WHEREAS: Many of our members are denied negotiated benefits due to the companies' narrow definition of "spouse" and "family"; and

WHEREAS: The traditional definition of the family no longer reflects the reality of the "1990s family" as our lives and family structures change and become more diverse; and

WHEREAS: All employees are obligated to allocate a percentage of their total compensation package to pay for negotiated benefits, that are denied to some; and

BE IT RESOLVED THAT: This Local Union define spouse to include common law and same sex partners; and

BE IT FURTHER RESOLVED THAT: This Local Union attempt to attain the extension of all benefits and privileges to all members, regardless of their marital or family status or regardless of their sexual orientation, through collective bargaining and the legislative process.

Equality for Same Sex Relationships

WHEREAS: The Canadian Human Rights Act (CHRA) is legislation which can be invoked to safeguard and promote the rights of workers by protecting them against discrimination; and

WHEREAS: Sexual orientation is not a prohibited ground of discrimination under CHRA despite recommendations that it be so included by the Human Rights Commissioner and by a special parliamentary committee; and

WHEREAS: The federal government has continued to delay the amendment of the legislation; and

THEREFORE BE IT RESOLVED that the Executive Board of Local 2002 write to the Federal Government to urge them to: introduce and pass amendments to CHRA prohibiting discrimination on the grounds of sexual orientation; and to amend the Income Tax Act, Old Age Security and pension Legislation; to remove obstacles to obtain Same Sex Benefits.

Equality - Workers of Colour

WHEREAS: Workers of colour make up a substantial percentage of the Canadian labour force, yet to continue to face racial harassment and other forms of racism in the workforce; and

WHEREAS: Racism divides the workplace and weakens our struggle for equality and solidarity; and

WHEREAS: Employers are the ultimate beneficiaries of racial discrimination and racism;

THEREFORE BE IT RESOLVED that Human Rights and Harassment training for all Local 2002 District Officers be mandatory.

BE IT FURTHER RESOLVED that the Regional Vice Presidents, in conjunction with the Local's District Chairpersons, draft a Letter of Discussion to make all members in their Districts aware of the problems and issues in their workplace.

Funding for Gay and Lesbian Caucuses (1999)

WHEREAS: The CAW believes in equality, fairness and dignity for all human beings.

WHEREAS: The CAW has a zero tolerance policy for harassment in the workplace.

THEREFORE BE IT RESOLVED that where Gay and Lesbian Caucus are formed or to be formed, financial resources be allocated annually from the Human Rights Fund to facilitate meetings and communications and to support regional activities.

Union Pins – Pink & Black Triangle (1996)

WHEREAS: CAW Local 2002 provides all new members with an information package and a union pin; and

WHEREAS: The CAW also has Pink and Black Triangle pin, representing gays and lesbians; so

THEREFORE BE IT RESOLVED that CAW Local 2002 advise members that a Pink and Black Triangle pin is available on request.

Social Action (1986)

WHEREAS: The corporations and financial institutions strive mainly to increase their profits and shareholder wealth; and

WHEREAS: They have led society into permanent recession, double-digit unemployment falling real incomes, chronic deficits and debt fuelled by high interest rates and tax cuts for the rich; and

WHEREAS: The government spending cuts, pushed by business, condemn millions to a future without hope; and

WHEREAS: The corporations have seized the political agenda with an offensive against our values of social solidarity, all in the name of global competitiveness; and

WHEREAS: Historically, political parties, when in office, have not challenged that agenda, but instead merely adapted to it.

BE IT RESOLVED THAT: Local 2002, and its officers encourage the members to mobilize and fight alongside our social allies for our fundamental objectives - democratic economic planning, public ownership, fair distribution of wealth, full employment, free collective bargaining, universality, equality, protection of the environment, and accessible education as a right.

Bargaining Committees (1986)

WHEREAS: The members who are elected as representatives of bargaining committees can be financially disadvantaged when they take that office; and

WHEREAS: It is in the best interests of the Union to encourage members to participate in and remain members of the bargaining committee.

BE IT RESOLVED THAT: The Union commits to bargain clauses that will ensure that our bargaining committee members will not be paid less than the maximum salary paid in the Unit they represent; and

BE IT FURTHER RESOLVED THAT: All Local officers support their bargaining committee in this endeavour.

Medical Prevention Maternity Leave (1986)

WHEREAS: the Federal Code of Labour does not include any provision for medical prevention maternity leave; and

WHEREAS: women are a majority in local 2002; and

WHEREAS: working activities may endanger the foetus' survival and the mother's health; therefore

BE IT RESOLVED THAT: Local 2002 must make representations to the Federal government for the inclusion of provisions regarding medical prevention maternity leave; and

BE IT RESOLVED THAT: Local 2002 should seek the cooperation of CLC, CAW, labour federations, labour councils and various feminist pressure groups for the advancement of this objective.

Work Week Time Reduction (1986)

WHEREAS: reducing the duration of weekly work time is a traditional request from trade unions; and

WHEREAS: several European states are advancing towards legislation limiting the work week to 35 hours per week; and

WHEREAS: since the end of the Second World War we have not been able to decrease the work week;

WHEREAS: we should follow the leadership of European trade unions and promote legislation decreasing the work week to 35 hours; therefore

BE IT RESOLVED THAT: this local Union should attempt to implement a 35 hour work week without wage reduction, through collective bargaining and legislation; and

BE IT FURTHER RESOLVED THAT: our local Union should seek through all available means the cooperation of CLC, CAW, the various labour federations and the labour councils towards reaching this objective.

Membership Training (1986)

WHEREAS: Local 2002 members have no idea of our union structure; and

WHEREAS: Local 2002 needs very much a strong and active membership; and

WHEREAS: training is the essential tool to transmit the message; therefore

BE IT RESOLVED THAT: Local 2002 shall organize the course "Know Your Union" for all local union members, starting with the officers.

Bilingual Employee Local Headquarters (1986)

WHEREAS: There are 1200 members in Quebec, and others in Canada, who are French speaking, and

WHEREAS: French speaking members are entitled to receive services in their mother tongue; and

WHEREAS: We request, from our employers, services in both official languages; therefore

BE IT RESOLVED THAT: The next forty hours of employment, for support staff, hired by the Local shall be fully bilingual; and

BE IT FURTHER RESOLVED THAT: There will always be at least one fully bilingual person employed at the Local Union headquarters.

Airport Kiosks and Cyber Ticket Offices (1986)

WHEREAS: Air Canada has been voluntarily under staffing our workplaces, therefore creating long waiting times; and

WHEREAS: Within 5 years, 1500 Kiosks will be installed in train stations, hotels and airports across the country and will eventually also issue baggage tags; and

WHEREAS: The traveling public will do or use anything that will go faster; and

WHEREAS: We can already see the results in countries like Japan and Sweden where agents are next to the Kiosks showing passengers how to use them, leaving the checking counters almost obsolete; therefore

BE IT RESOLVED THAT: As the Leadership of Local 2002, we encourage our members and our families not to use those Kiosks or the cyber ticket offices; and

BE IT FURTHER RESOLVED THAT: the Leadership of Local 2002 present, debate and support that all CAW Locals be requested to boycott the use of these Kiosks, and cyber ticket offices in solidarity with the membership of Local 2002.

Fair Traded Coffee (1986)

WHEREAS: Huge multi-national corporations control 70% of the coffee business, while small coffee farmers get only 11% of the price paid by consumers leading to a life of extreme poverty, working long hours for only a few dollars per day without adequate food, water and housing; and

WHEREAS: By switching to Fair trade coffee, we can help thousands of local, small coffee workers and growers by ensuring they are paid fairly; and

WHEREAS: We can help by pressuring large companies and supermarkets to carry Fair trade coffee; therefore

BE IT RESOLVED THAT: Local 2002 support the Fair Trade coffee campaign by ensuring that only Fair trade coffee is used at the Local headquarters, as well as at all meetings and conventions of this Local Union; and

BE IT FURTHER RESOLVED THAT: We pressure all our employers to use Fair traded coffee at our workplaces, and onboard the aircraft.

Greenhouse Gas Emissions (1999)

WHEREAS: Permanent deforestation, fossil fuel use and other human activities have greatly increased atmospheric concentration so greenhouse gas (GHG) emissions; and

WHEREAS: The International Panel on Climate Change has concluded that these emissions are contributing to global climate change; and

WHEREAS: Climate change could impact the world's ecosystems, societies and economies; and

WHEREAS: At the 1992 Earth Summit, Canada signed the United Nations Framework Convention on Climate change and further committed to stabilizing national GHG emissions at 1990 levels by the by the year 2000;

THEREFORE BE IT RESOLVED that the Executive Board of Local 2002 write a letter tot he Federal Minister of the Environment to urge a strong government role in the reduction of GHG emissions; and

BE IT FURTHER RESOLVED that the Executive Board of Local 2002 and local district officers support the development of Regional Environment Committees, where interest is shown.

Recycling/Compost Programs (1999)

WHEREAS: Environmental concerns are becoming increasingly important in our regional and work areas; and

WHEREAS: Recycling/compost programs, fuel alternatives and waste reduction are of a major concern;

THEREFORE BE IT RESOLVED that the Executive Board of Local 2002 recognize the need for a local environmental committee which would have the same effectiveness as the Health and Safety Committee: and

BE IT FURTHER RESOLVED that the Executive Board of Local 2002 and local district officers support the development of Regional Environment Committees, where interest is shown.

Reusable Cups at Convention (1999)

WHEREAS: CAW Local 2002 strongly believes and supports Environmental Concerns.

WHEREAS: Disposable plastic and paper cups only add to landfill problems.

THEREFORE BE IT RESOLVED that Local 2002 be a leader in the CAW.

BE IT FURTHER RESOLVED that at CAW Local 2002 Conventions, delegates are provided with a CAW plastic cup, and if we are the only group at the Centre, that all plastic and cardboard cups be removed during the Local's time at the Centre.

Quebec (1986)

In the event that Quebec becomes a sovereign nation, we in Quebec from Local 2002 want to keep all our rights and privileges as per present and future collective agreements.

THEREFORE BE IT RESOLVED that the Executive Board of Local 2002 make every possible effort to ensure that the rights and privileges in the present and future collective agreements apply to our members in Quebec.

Wage Parity

WHEREAS: The job functions of the CAW Local 2002 members of Air Canada Regional Airlines are so similar as to be identical, and;

WHEREAS: That as the training requirements of the CAW Local 2002 members of Air Canada Regionals, Air Norterra, and First Air are similar, and;

WHEREAS: The company seeks to promote a seamless product between these units.

THEREFORE BE IT RESOLVED that CAW Local 2002 seek to redress the inequality of wages at Air Canada Regional Airlines, Air Norterra and First Air based on the principle of equal pay for equal work.

CAW & Quebec Council (1996)

WHEREAS: At present the Vice Presidents, by virtue of their office, are also delegates to CAW Council and Quebec Council, and;

WHEREAS: It is desirable to increase participation of the Local Union at CAW and Quebec Council;

THEREFORE BE IT RESOLVED that the Executive Board of Local 2002 increase attendance at CAW National and Quebec Council to allow participation from all units.