



TRIENNIAL

**NEWFOUNDLAND
AND LABRADOR
FEDERATION OF LABOUR**

CONVENTION

RESOLUTIONS

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Strengthen EI Protections for Workers Impacted by Tariffs and Trade Disputes (116 words)

THE PROBLEM OR ISSUE:

The current Employment Insurance (EI) program fails to adequately support workers affected by tariff-related job losses, with benefit rates that don't meet the needs of workers and stringent eligibility requirements that exclude many precarious and seasonal workers. Over two million Canadian jobs in export-reliant sectors are at risk due to U.S. tariffs, with layoffs already occurring in some industries. Existing temporary EI measures, like waived waiting periods and extended work-sharing, are insufficient for long-term trade disruptions.

THE ACTION REQUESTED:

The federal government must reform EI to align with demands from workers, including:

1. Raise Benefit Rates
2. Lower Eligibility Thresholds
3. Extend Duration of Coverage
4. Cover All Workers
5. Fund Retraining

Submitted by Executive Council

Reject Austerity, Invest in Public Solutions for Trade Disruptions (125 words)

THE PROBLEM OR ISSUE:

Trade disputes and tariffs threaten Newfoundland and Labrador's economy. Austerity measures, such as cuts to public services, layoffs, and privatization, would only deepen the crisis, hurting workers and communities while failing to address the root causes of economic vulnerability.

THE ACTION REQUESTED:

The government must **reject austerity** and instead:

1. **Invest in Public Infrastructure:** Fund transit, housing, and green energy projects to create jobs and boost resilience.
2. **Diversify the Economy:** Support local workers and industries and find new trade partners.
3. **Strengthen Public Services:** Strengthen healthcare, education, and social programs to protect workers during economic transitions.
4. **Support Impacted Workers:** Enhance EI, retraining, and income supports.
5. **Rebuild Industrial Capacity:** Modernize ports, supply chains, and manufacturing for self-sufficiency and resiliency.

Submitted by Executive Council

Statutory Labour Relations Legislation and System Review (124 words)

THE PROBLEM OR ISSUE:

Labour laws and board processes have become outdated and inadequate. This has led to excessive delays and issues for workers and their unions. Without regular reviews, the system risks inefficiency, bias, and unfairness to workers.

THE ACTION REQUESTED:

Lobby the government to legislate mandatory independent reviews of labour relations legislation and the labour board every five years, modeled after Workers' Compensation reviews. The review must assess:

1. **Fairness:** Effectiveness in protecting workers' rights.
2. **Efficiency:** Timeliness of decisions and dispute resolution.
3. **Modernization:** Relevance to changing workplace dynamics and best practices.
4. **Transparency:** Public reporting of findings and government action.

The labour movement must have representation in this process. The Federation and affiliates must be heavily consulted in this review.

Submitted by Executive Council

Card Check Union Certification (58 words)

THE PROBLEM OR ISSUE:

The current two-step union certification process creates unnecessary delays and allows employers to intimidate workers before a vote, undermining fair unionization efforts.

THE ACTION REQUESTED:

The Federation continue to fight for the government to replace the current system with card check certification, allowing automatic union recognition when a majority of workers sign union cards.

Submitted by Executive Council

Anti-Scab Legislation (121 words)

THE PROBLEM OR ISSUE:

The use of scabs during strikes and lockouts undermines workers' collective bargaining power, prolongs labour disputes, and creates workplace divisions. While federal workers and those in Quebec, Manitoba, and British Columbia are protected by anti-scab laws, most provincial workers remain vulnerable to this unfair practice.

THE ACTION REQUESTED:

That our provincial government enact comprehensive anti-scab legislation to:

1. Prohibit all employers from hiring replacement workers during strikes or lockouts.
2. Include strong enforcement mechanisms with meaningful penalties for violations.
3. Mirror the strongest protections found in existing Canadian legislation.
4. Cover all workers under provincial jurisdiction without exemptions.

This legislation will ensure fair collective bargaining, reduce labour dispute duration, and protect workers' fundamental right to strike effectively.

Submitted by Executive Council

Mandatory 10 Paid Sick Days for All Workers in Newfoundland and Labrador (150 words)

THE PROBLEM OR ISSUE:

Many workers lack access to paid sick leave, forcing them to choose between their health and financial stability. This disproportionately impacts low-wage, precarious, and frontline workers. This exacerbates public health risks by encouraging sick employees to attend work. Additionally, workers already struggle with accessing the healthcare system.

THE ACTION REQUESTED:

The provincial government legislate a minimum of **10 paid sick days annually** for all workers, including part-time, temporary, and gig workers, with the following provisions:

1. **Immediate Access:** No waiting period or accrual system (workers receive full entitlement at the start of each year).
2. **No Medical Notes for Short Absences:** Eliminate unnecessary documentation requirements for absences under five days, reducing strain on the healthcare system.
3. No worker should incur personal costs for the provision of any medical documentation required.
4. **Inclusion of Mental Health:** Explicitly cover mental health conditions, including burnout and stress-related leave.

Submitted by Executive Council

Increase the Minimum Wage to a Living Wage (79 words)

THE PROBLEM OR ISSUE:

Newfoundland and Labrador's current minimum wage of \$16.00/hour (effective April 1, 2025) remains insufficient to cover basic living costs, particularly amid rising inflation. Workers in low-wage sectors struggle with affordability, forcing many to work multiple jobs or rely on social assistance. The province's annual CPI-based adjustments fail to close the gap with living wage benchmarks.

THE ACTION REQUESTED:

The provincial government must legislate a phased increase to align the minimum wage with a living wage.

Submitted by Executive Council

Oppose Balanced Budget Legislation (66 words)

THE PROBLEM OR ISSUE:

A rigid balanced budget law unnecessarily restricts public investments, particularly during economic downturns, exacerbating inequality and delaying recovery. Inflexible fiscal rules are unsustainable and are often used to force austerity measures that hurt vital public services and the workers who deliver them.

THE ACTION REQUESTED:

The Federation opposes balanced budget legislation and will continue to work to stop it from being enacted.

Submitted by Executive Council

Labour Market Task Force for Workforce Planning & Coordination (109 words)

THE PROBLEM OR ISSUE:

Newfoundland and Labrador faces critical labour market challenges, including an aging workforce, skills gaps, and major upcoming projects. A coordinated strategy is required to ensure our province has the workforce it needs to succeed and prosper.

THE ACTION REQUESTED:

The provincial government must establish a Labour Market Task Force to:

1. Collect, coordinate, and share data, statistics, and projections.
2. Forecast Needs: Identify current and future skills shortages and needs.
3. Align Educational and Training needs: Expand K-12 and post-secondary training and programs.
4. Provide a coordinated approach to current and future workforce planning.

The labour movement must have equal representation on this Task Force.

Submitted by Executive Council

Mandatory and Strong Benefit Agreements for Provincial Projects (127 words)

THE PROBLEM OR ISSUE:

Major projects in Newfoundland and Labrador must deliver lasting benefits to workers and communities. Without strong protections, these projects exploit provincial resources without fair returns.

THE ACTION REQUESTED:

The provincial government must implement strong Benefit Agreements for all publicly funded or supported projects, requiring:

1. **Union Hiring Priority:** ensuring local union workers are first in line for jobs.
2. **Wage & Benefit Standards:** Prevailing union wages, benefits, and pensions.
3. **Apprenticeship & Training:** Mandatory hiring ratios for apprentices and funding for skills development.
4. **Local Procurement:** Preference for NL-based suppliers and manufacturers.
5. **Enforcement Mechanisms:** Penalties for violations, including contract termination.
6. **Equity provisions** for Indigenous workers, women, and other equity deserving groups.
7. **Require** free, prior, and informed consent from Indigenous peoples.

Submitted by Executive Council

Address Labour Shortages Through Public Investment (76 words)**THE PROBLEM OR ISSUE:**

Labour shortages are affecting multiple sectors across the province. Current responses often focus on short-term fixes, while neglecting the systemic need for better training, transition supports, and education.

THE ACTION REQUESTED:

The NLFL calls on the provincial government to develop comprehensive, progressive strategies to address labour shortages, including:

- Investments in education and training, with a focus on removing financial barriers.
- Support for career development and transition from entry-level to more advanced roles.

Submitted by NAPE

Strengthen Supports for Survivors of Domestic Violence (82 words)

THE PROBLEM OR ISSUE:

Survivors of domestic violence often face serious financial and housing barriers when trying to leave abusive situations. Paid leave, shelter access, and community supports remain inconsistent and underfunded throughout the province.

THE ACTION REQUESTED

Work with affiliates to lobby the provincial government for paid Domestic Violence leave, with a minimum duration of five (5) days for all workers. Continue to advocate for affordable housing, fully resourced shelters, transition houses, and community supports for women and children escaping violence.

Submitted by NAPE

Cost of Arbitration Cap (19 words)

That the Federation of Labour lobby to "cap" the cost of arbitration in the province of Newfoundland and Labrador.

Submitted by USW Local 5795

Contract Flipping (84 words)

Whereas “contract flipping” of the work of unionized workers has repeatedly harmed Newfoundland and Labrador Federation of Labour affiliates;

The NL Federation shall:

1. Coordinate a campaign of pressure and lobbying to move the Provincial Government to pass legislation to ensure a continuity of representation and labour standards when a contract is flipped.
2. Coordinate and lead affiliates in a campaign of public pressure and direct action, including card signing and picketing, should a contract be flipped in favour of a non- union employer.

Submitted by CUPW Locals 126 and 039

Mandatory Free Menstrual Products in Workplaces (80 words)

THE PROBLEM OR ISSUE:

Menstrual products are a basic health necessity, yet many workplaces fail to provide them, forcing employees to pay out of pocket or face discomfort and health risks. This inequity disproportionately affects low-wage and marginalized workers.

THE ACTION REQUESTED:

The provincial government amend Occupational Health and Safety regulations to:

1. Require all employers to provide free menstrual products in all workplace washrooms.
2. Include these products as mandatory workplace health supplies, equivalent to toilet paper and soap.

Submitted by Executive Council

Thermal Stress Protections for Workers in Newfoundland and Labrador (102 words)**THE PROBLEM OR ISSUE:**

Climate change is increasing the frequency and intensity of extreme weather in Newfoundland and Labrador, putting workers at risk of thermal-related illnesses (e.g., heat stroke, frostbite, exhaustion) and death. Current occupational health and safety (OHS) regulations lack specific thermal stress limits and protections, leaving workers vulnerable.

THE ACTION REQUESTED:

The provincial government must:

1. **Set Temperature Thresholds:** Define safe working temperatures and require employer monitoring.
2. **Include Indoor Workers:** Cover high-risk indoor environments (e.g., fish plants, kitchens) with ventilation/heat exchange standards.
3. **Training & Reporting:** Require thermal illness prevention training and mandate reporting of heat-related incidents to WorkplaceNL.

Submitted by Executive Council

Workplace Violence (106 words)**THE PROBLEM OR ISSUE:**

Workplace violence is increasing across sectors, particularly in healthcare, retail, and service industries. Workers face physical assaults, verbal abuse, and threats, often without adequate protections or support. This endangers employee safety and their physical and mental health.

THE ACTION REQUESTED:

The provincial government establish a task force to:

1. Investigate root causes of rising workplace violence.
2. Develop enforceable safety standards and reporting protocols.
3. Mandate employer training on de-escalation and violence prevention.
4. Strengthen legal consequences for perpetrators.
5. Provide adequate supports and resources to sector-specific safety councils to carry out this work.
6. Provide mental health support for affected workers.

Submitted by Executive Council

**Establishment of Occupational Health Clinics Funded by Workers' Compensation
(139 words)**

THE PROBLEM OR ISSUE:

Workers in our province lack accessible, specialized occupational healthcare, leading to delayed treatment, prolonged recovery, and higher costs for workers' compensation systems. Existing models like Ontario's Occupational Health Clinics for Ontario Workers (OCHOW) demonstrate how integrated clinics improve outcomes by providing timely, expert care for workplace injuries and illnesses. The recent WHO Pandemic Accord also emphasizes strengthening health systems to address workplace health risks, including equitable access to care.

THE ACTION REQUESTED:

The provincial government must establish an occupational health clinic(s), funded through workers' compensation funds, to:

1. **Provide Specialized Care:** Offer diagnosis, treatment, and rehabilitation for work-related injuries/illnesses.
2. **Align with Workers' Compensation Statutory Review and Health Accord Recommendations.**
3. **Include Prevention Services:** Deliver workplace hazard assessments, ergonomic evaluations, and employer training to reduce injuries.
4. **Ensure Accountability:** Mandate transparent reporting on clinic outcomes.

Submitted by Executive Council

Expand Occupational Health & Safety Investigation Capacity (70 words)

THE PROBLEM OR ISSUE:

Current occupational health and safety (OHS) investigation teams are under resourced. This undermines worker safety and enforcement of OHS laws.

THE ACTION REQUESTED:

The provincial government must immediately:

1. **Hire Additional OHS Officers** to meet legislated investigation timelines and ensure full provincial and sectoral coverage.
2. **Prioritize High-Risk Sectors** with dedicated specialists.
3. **Expand Rural/Remote Presence.**
4. **Publicly Report Metrics** on inspection timelines, outcomes, violations, etc.

Submitted by Executive Council

Increase Workers' Compensation Income Replacement to 90% (95 words)

THE PROBLEM OR ISSUE:

The current workers' compensation income replacement rate fails to adequately support injured workers, leaving many struggling to cover basic living expenses during recovery. With WorkplaceNL's Injury Fund currently funded at 131.6%, there is both the capacity and obligation to improve benefits for workers. The last statutory review of Worker's Compensation recommended that there be no further discounts to Employer assessment rates until such time as the income replacement rate for injured workers is increased.

THE ACTION REQUESTED:

Increase the income replacement rate to 90% of gross earnings for all injured workers.

Submitted by Executive Council

Removal of Ceiling Cap (93 words)

THE PROBLEM OR ISSUE:

Earnings Loss benefits do not fully replace pre-injury earnings of injured workers.

Section 74(1) of Workplace Health, Safety and Compensation Act and Section 21 of the Regulations provide for loss of earnings up to a maximum of \$79,345.00 of maximum compensable assessable earnings for 2025.

Workers who earn more than the set rate in higher paid jobs are penalized by loss of income.

THE ACTION REQUESTED:

The provincial government remove the cap on the maximum compensable assessable earnings rate to reflect the real loss of earnings in those industries.

Submitted by Executive Council

Labour Market Re-Entry (LMR) (130 words)

THE PROBLEM OR ISSUE:

Early and Safe Return to Work is a process which demands the cooperation of all workplace parties and requires knowledgeable, trained individuals to properly facilitate this process in support of injured workers.

WorkplaceNL continues to refuse to provide any statistics from the LMR program that measure how effective the program has been by clarifying how many injured workers have gone through the program each year and subsequently have returned to meaningful work.

THE ACTION REQUESTED:

WorkplaceNL change the Labour Market Re-entry program so workers can no longer be deemed capable of jobs that do not exist and create a LMR process that enables injured workers to return to the workforce safely without economic penalty and to return to work that restores the injured workers' pre-injury earnings.

Submitted by Executive Council

Expand Workers' Compensation to Cover Chronic Stress & Mental Health Injuries (140 words)

THE PROBLEM OR ISSUE:

WorkplaceNL and the provincial government have failed in their obligation to injured workers by not remedying the discriminatory treatment of injured workers with psychological conditions currently enshrined in legislation. Workers facing toxic work environments, excessive workloads, stress and burnout are disallowed from qualifying for claims support, leaving many without proper treatment or income protection during recovery.

THE ACTION REQUESTED:

The provincial government must amend workers' compensation legislation to:

1. **Recognize all psychological injuries** (i.e. chronic stress, burnout, and mental health injuries), including those caused by workplace harassment, as compensable workplace injuries.
2. **Lower the burden of proof** by accepting workplace factors as a significant contributing cause (not sole cause).
3. **Accept a diagnosis from other healthcare providers**, such as a general practitioner, given the lack of access to clinical psychologists and psychiatrists in Newfoundland and Labrador.

Submitted by Executive Council

Establishing an Independent Safety Sector Council for Healthcare (143 words)**THE PROBLEM OR ISSUE:**

Healthcare workers face unique occupational hazards, including exposure to infectious diseases, workplace violence, ergonomic injuries, chemical agents, and high levels of stress and burnout. The current occupational health and safety framework does not adequately address the specialized risks and challenges present in healthcare settings. The COVID-19 pandemic highlighted the urgent need for stronger protections, better preparedness, and sector-specific strategies to safeguard both healthcare workers and patients.

Establishing a dedicated Safety Sector Council for healthcare would provide specialized expertise, targeted resources, and enforcement mechanisms tailored to the healthcare environment. Such a sector would enhance prevention efforts, ensure consistency in safety standards, and improve accountability for protecting the health and safety of healthcare workers.

THE ACTION REQUESTED:

The Federation continue to lobby the government to establish a dedicated Safety Sector Council for healthcare. It must be adequately funded, resourced, and staffed.

Submitted by Executive Council

Air Quality Testing in Company Vehicles (141 words)

THE PROBLEM OR ISSUE:

The interior and immediate exterior of any company vehicle is considered a workplace when employees are required to operate or travel in them. Poor air quality can expose workers to harmful substances. These exposures may lead to short-term health effects (e.g., headaches, dizziness, respiratory irritation) as well as long-term health risks (e.g., chronic respiratory illnesses, occupational asthma).

Ensuring company vehicles meet the same air quality standards and undergo the same testing as other workspaces promotes fairness, consistency, and compliance with occupational health and safety obligations.

THE ACTION REQUESTED:

The Federation lobby the provincial government and employers to ensure that the interior and immediate exterior is recognized as a workplace and subject to regular air quality testing. Any deficiencies or hazards identified through such testing must be promptly addressed to safeguard the health and safety of all workers.

Submitted by Executive Council

Inclusive Mental Health Supports with Focus on Men's Mental Health (146 words)

THE PROBLEM OR ISSUE:

Workers currently lack access to mental health supports.

Mental health is a fundamental component of overall well-being and workplace safety, and is compensable.

Many workers face barriers to accessing appropriate, timely, and affordable mental health services.

Stigmas persist in accessing mental health supports, especially among men resulting in higher rates of undiagnosed or untreated mental health issues. Inclusive mental health strategies must reflect the unique needs of all workers, including men, to reduce stigma and promote healthier workplaces and communities.

THE ACTION REQUESTED:

The Newfoundland and Labrador Federation of Labour create a mental health campaign and lobby the provincial and federal governments to invest in comprehensive and inclusive mental health supports, with a specific focus on men's mental health.

This campaign would further advocate for programs that reduce stigma, improve accessibility, and address the mental health needs of diverse groups of workers.

Submitted by Executive Council

Exposure to Illicit Substances (66 words)

NEWFOUNDLAND AND LABRADOR FEDERATION OF LABOUR WILL:

Research and develop educational materials related to second-hand or incidental exposure to illicit substances, including leading practices for reporting and responding to incidents.

BECAUSE:

- Many workplaces have experienced an increase in members of the public using illicit substances in their workplaces.
- Long term effects of exposure to many illicit drugs are unknown.
- Drugs and potency are changing and evolving.

Submitted by CUPENL

Support for Addictions (35 words)

That the Federation of Labour lobby government to change the labour code/ act to require employers to offer support to employees with addictions regardless of when disclosure is made on behalf of Newfoundland and Labrador.

Submitted by USW Local 5795

Dust Study (16 words)

That the Federation of Labour lobby government to conduct a new dust study in Labrador West.

Submitted by USW Local 5795

Worker-Led Just Transition Plan for NL (105 words)

THE PROBLEM OR ISSUE:

Newfoundland and Labrador's reliance on volatile non-renewable resource-based extractive industries threatens workers' futures as global markets shift. Without a proactive transition, workers risk economic devastation like with the Cod Moratorium.

THE ACTION REQUESTED:

1. **Worker-Centered Just Transition Plan:** Unions, Indigenous groups, communities, and government to co-design the plan.
2. **Green Job Training:** subsidized programs at public colleges/university and trade schools for renewable energy and green jobs.
3. **Job Guarantees:** Tie public projects to local hiring and union jobs via community benefits agreements.
4. Creation of a **Just Transition Fund.**
5. **Income Support:** Wage top-ups and financial supports for retraining and upskilling.

Submitted by Executive Council

Host a Just Transition Symposium in 2026 (99 words)

THE PROBLEM OR ISSUE:

Newfoundland and Labrador lacks a coordinated, evidence-based approach to transitioning workers from carbon-intensive industries to sustainable jobs. Without bringing together key stakeholders, the province risks repeating past mistakes of reactive, poorly planned economic shifts that left workers and communities behind.

THE ACTION REQUESTED:

The Federation will host a **Just Transition Symposium in 2026** to:

1. **Share Research & Best Practices:** Present academic studies and jurisdictional scans of successful transition programs.
2. **Facilitate Worker-Led Solutions:** Center the voices of affected workers, unions, and Indigenous communities.
3. **Develop Policy Recommendations:** Create actionable strategies for government and industry.

Submitted by Executive Council

Strengthen Collective Action on the Climate Crisis (150 words)**THE PROBLEM OR ISSUE:**

Environmental issues and climate change impact our communities and workplaces. Climate change is driven by (and exacerbates) economic inequalities. The world's richest 1% produce as much carbon pollution as the poorest 5 billion. Fifty of the richest billionaires produce more carbon pollution in 1.5 hours than the average person does in a lifetime. Twenty-three Global North countries are responsible for half of all historical CO2 emissions. Frontline and marginalized communities disproportionately experience climate impacts but also lead on solutions. Strong public services are critical to climate adaptation. While a global problem requires a global response, local and regional efforts are key.

THE ACTION REQUESTED:

Lobby government 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.

Submitted by NAPE

Research, education, and outreach on the growing use and promotion of AI (Artificial Intelligence) (153 words)**THE PROBLEM OR ISSUE:**

Artificial Intelligence is having a direct and immediate impact on jobs/skills in Canada, while also promoting exploitative labour practices. Preparing workers for the future is required. AI needs to also be challenged on the 4 “Es”:

1. **Ethical impact** - the use of copyright material without acknowledgement.
2. **Educational impact** - shortcutting and impacting learning and creating false data.
3. **Environmental impact** - substantial use of electrical power and water.
4. **Employment impact** - the rapid loss of jobs it is creating across a variety of sectors.

THE ACTION REQUESTED:

That the Federation will, through its Education Committee, hold workshops and discussions on the role of AI and ways to mitigate and challenge its impact on workers as well as how to create collective agreement language on AI. The Federation will engage the Federal and Provincial governments on the negative impact AI has on jobs, employment, and the environment.

Submitted by Executive Council

Meaningful and Immediate Research on the Impacts of Artificial Intelligence (AI) on the Future of Work (95 words)

THE PROBLEM OR ISSUE:

Artificial Intelligence (AI) is changing our society and workplaces and will result in job losses in all workplaces; because this technology has the potential to revolutionize how we get information and form opinions. AI is already having an impact on the kind of work members do and it is important for governments to help workers transition into other meaningful and equitable positions where possible.

THE ACTION REQUESTED:

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 NAPE

Climate Change/Temperature Thresholds (124 words)**NEWFOUNDLAND AND LABRADOR FEDERATION OF LABOUR WILL:**

Lobby for regulations requiring Employers to have strong programs and procedures in place to address extreme weather conditions and other hazards caused by climate change, in consultation with workers through Health and Safety Committees.

BECAUSE:

- Climate change is real.
- It is impacting workers' health and safety in ways not previously considered and increasing risk profiles for existing hazards (e.g. heat stress, cold stress, air quality).
- Higher temperatures and extreme weather events are increasingly prevalent.
- Employers are responsible for protecting workers' health and safety.
- Workers are at risk from short-term and long-term effects.
- NLFL is a leader in the fight for safer and healthier workplaces.
- Employers often fail to plan emergency procedures for previously unexpected hazardous weather conditions.

Submitted by CUPENL

Protect and Strengthen Public Services, Reject Privatization (96 words)

THE PROBLEM OR ISSUE:

Privatization of public services threatens accessibility, transparency, quality, and workers' rights. Private corporations prioritize profits over people, leading to higher costs, reduced accountability, and worse outcomes. Newfoundland and Labrador has already seen the failures of privatization where cost-cutting compromises safety, quality, and service.

THE ACTION REQUESTED:

The government must:

1. **Stop All Privatization** of public services.
2. **Invest in Public Sector Capacity** by hiring more workers, improving wages, and modernizing infrastructure.
3. **Enshrine Public Ownership** in legislation for core services.
4. **Expand Public Services** to address gaps (e.g., pharmacare, childcare, mental health).

Submitted by Executive Council

Protect and Strengthen Public Healthcare (118 words)**THE PROBLEM OR ISSUE:**

Newfoundland and Labrador's public healthcare system is under threat from privatization schemes, including contracting-out services, and public-private partnerships (P3s). These profit-driven models drain resources from public care, create two-tier access, and degrade working conditions for healthcare workers. Healthcare is a human right, and our public healthcare system must be properly supported and resourced.

THE ACTION REQUESTED:

The provincial government must:

1. **End All Healthcare Privatization**, including for-profit clinics, contracting-out services, use of agencies for healthcare workers, and P3 projects.
2. **Invest in Public Solutions**: Hire more staff, end reliance on private agency healthcare workers, and meaningfully engage with front line workers and their unions about the action required to address retention and recruitment issues.

Submitted by Executive Council

Newfoundland and Labrador Must Join National Pharmacare Agreement (115 words)**THE PROBLEM OR ISSUE:**

Newfoundland and Labrador remains one of the few provinces yet to sign the National Pharmacare Agreement, denying residents universal access to free diabetes medications and contraceptives. Over 93,000 Newfoundlanders and Labradorians live with diabetes, while many others struggle to afford birth control. The province's current prescription drug program relies on income-based deductibles and copays, leaving gaps in coverage. Meanwhile, the federal program offers over \$80 million in funding, but the province has delayed signing while far too many struggle to get the drugs they need.

THE ACTION REQUESTED:

The Government of Newfoundland and Labrador must immediately sign the National Pharmacare Agreement and ensure equitable access for the people of this province.

Submitted by Executive Council

Universal, Publicly Delivered Childcare for Newfoundland and Labrador (82 words)**THE PROBLEM OR ISSUE:**

Newfoundland and Labrador faces a critical shortage of affordable, high-quality childcare spaces, with many families unable to access care. Increasing spaces, while improving material conditions for workers has a wide range of downstream positive impacts for families, children, communities, and our society as a whole.

THE ACTION REQUESTED:

The provincial and federal governments must:

- Transition to Fully Public Childcare.
- Increase Annual Funding; raise wages, increase benefits, and introduce a pension program for early childhood educators.
- Ensure Universal Access.

Submitted by Executive Council

A Provincial Care Strategy (150 words)**THE PROBLEM OR ISSUE:**

Care work, in health, childcare, youth care, disability, and senior support, is essential to our society, yet it remains systematically undervalued. This work, performed largely by women, racialized people, immigrants, is often precarious, underpaid, and lacks adequate supports. Without a coordinated strategy, we face a deepening care crisis that fails both workers and those who rely on these vital services.

THE ACTION REQUESTED:

The NLFL will lobby the provincial government to adopt and implement a comprehensive Care Strategy that:

- Recognizes care as a human right and public good.
- Rejects privatization and austerity.
- Improves wages, working conditions, and access to union representation for all care workers.
- Increases funding for childcare, youth care, long term care, home care, and mental health care.
- Ensures care workers have a voice in policy design.

This strategy will build a resilient, equitable care economy that values those who do this essential work.

Submitted by Executive Council

Increase Public Awareness About the Harmful Impact of Privatization (123 words)**THE PROBLEM OR ISSUE:**

Since the 1980s, privatization has threatened the quality of public services and the working conditions of those who provide them. Its inherent secrecy undermines public accountability and democratic control. While the damage is constant, the methods evolve. Recent, interconnected threats include chronic underfunding and increased corporate lobbying. For instance, crises in public healthcare—like staff shortages—are exploited by private interests to erode support for the public system.

THE ACTION REQUESTED:

Increase public awareness of privatization's extent, damage, and financial cost. Promote the benefits of public provision and oppose privatization.

- Reduce secrecy by demanding:
 - Stronger access to information laws.
 - Tighter lobbying reporting rules for corporations.
 - Promote public ownership as essential for quality service and democratic control.

Submitted by NAPE

Protect Public Health Care Funding (126 words)**THE PROBLEM OR ISSUE**

Canada Health Transfer payments are a crucial funding source for our health care system. However, without proper safeguards, there is a growing risk that these federal funds may be used to support private, for-profit health care delivery models that undermine our public 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.

THE ACTION REQUESTED:

Demand that government ensure Canada Health Transfer payments are invested exclusively in our public, not-for-profit health care system.

Submitted by NAPE

Reform and Defend Long-Term Care (LTC) (112 words)**THE PROBLEM OR ISSUE:**

Long-term care in Canada suffers from systemic issues made worse by the for-profit model. For-profit LTC homes have been linked to lower standards of care, understaffing, and higher rates of negative outcomes. These issues are compounded by broader health care privatization trends.

THE ACTION REQUESTED:

- Advocate for comprehensive long-term care reform, including the elimination of for-profit care and inclusion of LTC under the Canada Health Act.
- Oppose all forms of health care privatization, and call for public solutions and public investment.
- Work with health care advocates to protect and strengthen our public health care system.
- Begin a process to transition existing for-profit homes to public ownership and management.

Submitted by NAPE

Expand Public Health Care to Include Pharmacare (70 words)

THE PROBLEM OR ISSUE:

Newfoundland and Labradorians still cannot afford necessary prescription medications. A universal pharmacare program is urgently needed—but must follow the principles of public health care. The province has still not signed on to the current pharmacare program.

THE ACTION REQUESTED:

- The expansion of public health care to include pharmacare.
- Ensuring any new pharmacare programs are public, permanent, embedded in the Canada Health Act, and fully funded.

Submitted by NAPE

Protect Public Liquor Sales (59 words)**THE PROBLEM OR ISSUE:**

Privatization of the NLC would undermine public revenue, worker protections, and social responsibility measures. However, time and again governments intent on privatization continue to threaten removing this critical service from the public sector.

THE ACTION REQUESTED:

- Continue supporting affiliates fighting liquor privatization.
- Highlight the financial and social benefits of keeping liquor sales in public hands.

Submitted by NAPE

Make Homecare Public (83 words)

THE PROBLEM OR ISSUE

In Newfoundland and Labrador, we face the realities of an aging demographic, and the strain on our healthcare system can be alleviated through the utilization of home care. These workers are vital to the health care system and must be included as a part of our public health care system to ensure better outcomes and protections for workers and the public. Homecare is healthcare.

THE ACTION REQUESTED

Lobby the provincial government to include homecare in the public healthcare sector.

Submitted by NAPE

Better Access to Health Providers for Addictions (23 words)

That the Federation of Labour lobby government to hire and provide better access to psychologists and psychiatrists for addictions services in Labrador West.

Submitted by USW Local 5795

Enforcing Pay Equity in Newfoundland and Labrador (149 words)**THE PROBLEM OR ISSUE:**

The Government of Newfoundland and Labrador has pay equity and pay transparency legislation, but it remains unenforced, ineffective. This failure perpetuates a systemic gender wage gap, devaluing work traditionally performed by women and gender diverse people and harming the economic security of workers, families, and the province.

THE ACTION REQUESTED:

The Government of Newfoundland and Labrador must immediately act to:

1. Enshrine pay equity and pay transparency as fundamental human rights.
2. Legislation must apply to both private and public sector employers with 10 or more employees.
3. Ensure trade unions have a seat at the pay equity negotiations table.
4. Remove exemptions for precarious contract workers.
5. Require proactive enforcement and an independent oversight agency.
6. Require employers to conduct regular audits, publish plans for addressing gender wage gaps, and apply penalties against employers for failing to provide pay transparency reports and remedial plans.

Submitted by Executive Council

Recognize National Indigenous Peoples Day as a Paid Holiday (132 words)**THE PROBLEM OR ISSUE:**

The current 'June Holiday', historically known as 'Discovery Day', represents a colonial narrative that fails to honour the true history and contributions of Indigenous Peoples. National Indigenous Peoples Day on June 21st provides an opportunity for meaningful reconciliation, yet it is not recognized as an official holiday in Newfoundland and Labrador.

THE ACTION REQUESTED:

The Federation will lobby the provincial government and support affiliates in bargaining to:

- Establish National Indigenous Peoples Day as a paid statutory holiday.
- Rename the existing June Holiday to National Indigenous Peoples Day.
- Ensure workers have paid time off to participate in cultural events and education.
- Encourage all members to use this day to honour Indigenous cultures, history, and contributions.

This change represents a concrete step toward truth and reconciliation and honouring Indigenous Peoples.

Submitted by Executive Council

Support 2SLGBTQIA+ Inclusion and Education (140 words)**THE PROBLEM OR ISSUE:**

Misinformation is a major driver of hatred against 2SLGBTQIA+ people. Conservative politicians spread the lie that transgender children are undergoing irreversible surgeries. In reality, gender-affirming care involves teams of professionals and multiple evaluations before any medical steps are taken. Some governments are enacting policies that contradict research and best practices from leading health organizations.

2SLGBTQIA+ people face significant inequities in healthcare accessibility, quality, and satisfaction. They are also at higher risk of homelessness, poverty, and unemployment compared to heterosexual and cisgender individuals. These risks are compounded for those who also face discrimination based on race, ethnicity, citizenship, religion, gender, or disability.

THE ACTION REQUESTED:

The NL Federation of Labour will support awareness campaigns and advocacy to combat homophobia and transphobia in education. It will also support CLC-led initiatives that build solidarity and awareness on 2SLGBTQIA+ issues.

Submitted by NAPE

Young Worker Summit (101 words)

THE PROBLEM OR ISSUE:

Young workers are the future of the labour movement and play a vital role in strengthening unions.

Young workers face unique challenges in the workplace, including precarious employment, low wages, and limited opportunities for advancement.

Building knowledge, confidence, and solidarity among young workers strengthens both their voices and the collective power of the labour movement.

THE ACTION REQUESTED:

The Newfoundland and Labrador Federation of Labour host a Young Worker Summit focused on education, leadership development, and activism within the next three-year cycle that would include workshops on organizing, political action, equity, and mentorship to empower young workers.

Submitted by Executive Council

Supporting Young Workers (127 words)

THE PROBLEM OR ISSUE:

Young workers, unionized and those yet to unionize, need to be engaged by the labour movement to build the strength and sustainability of the labour movement.

The Young Workers Committee has done this engagement since the last convention, including participating in Career Fairs at post-secondary institutions where young workers often express interest in learning about unions when given accessible information and resources in spaces where they are preparing to enter the workforce.

THE ACTION REQUESTED:

The NLFL develop resources to educate and inform young workers about the benefits of union membership participation, and how to join or form a union.

Affiliates be encouraged to actively support this initiative, including through financial contributions, to ensure sustainable and effective delivery of resources for young workers.

Submitted by Executive Council

Support Post-Secondary Education Workers (133 words)

NEWFOUNDLAND AND LABRADOR FEDERATION OF LABOUR WILL:

- Lobby and mobilize all levels of government for strong public post-secondary funding.
- Pressure federal and provincial governments to legislate a National Post-Secondary Education Act with accountable funding.
- Develop resources to help affiliates promote the value of post-secondary workers and fight cuts that threaten jobs.

BECAUSE:

- Post-secondary education is facing a crisis caused by policies affecting international students and chronic underfunding. Academic, technical, trades, and support staff face job losses. The rise of precarious work further undermines job security.
- Fair public funding is essential to deliver the education and research that drive the economy and strengthen communities.
- Underfunding leads to declining education quality, cuts to student services, layoffs, and rising tuition that limits access. Education is a right and must be publicly funded and accessible to all.

Submitted by CUPENL

Support Justice Sector Workers and End Overcrowding in Corrections (87 words)**THE PROBLEM OR ISSUE:**

Justice system workers—including those in courts and corrections—face deteriorating conditions due to chronic understaffing, overcrowding, and lack of support from the provincial government. These conditions are unsustainable and harmful to both workers and the people in their care.

THE ACTION REQUESTED:

- Work with affiliates to defend and promote the rights of workers in our correctional and court system and condemn the ongoing overcrowding crisis in provincial correctional facilities.
- Highlight the issues of understaffing, retention, and recruitment, and demand action from government.

Submitted by NAPE

Secure Funding for Community-Based Organizations (CBOs) (53 words)

THE PROBLEM OR ISSUE:

Community-based organizations deliver essential social services, but face unstable funding that undermines staff retention, collective bargaining, and service quality.

THE ACTION REQUESTED:

- Advocate for multi-year funding agreements for CBOs that align with the length of collective agreements.
- Raise awareness about how funding instability harms workers, services, and care outcomes.

Submitted by NAPE

Socioeconomic Cheques and Postal Work Stoppages (128 words)

Whereas the Canadian Union of Postal Workers has negotiated “Socioeconomic Cheque Delivery Measures” to ensure the delivery of critical government cheques in the event of a strike or lockout.

Whereas during the 2024 CUPW strike the Newfoundland and Labrador provincial government refused to use the SCDM process and instead asked other unionized workers to handle and distribute these socioeconomic cheques.

Be it resolved that the NLFL call on the NL Government to use Canada Post’s “Socioeconomic Cheque Delivery Measures” in the event of a strike or a lockout of postal workers.

Be it further resolved that the Federation call on its affiliated unions to refuse to do the struck work of postal workers, especially the handling or delivering cheques, in the event of a postal strike or lockout.

Submitted by CUPW Locals 126 and 039

Expansion of Postal Services (147 words)

The Newfoundland and Labrador Federation of Labour will:

1. Advocate for the expansion of services offered through Canada Post by offering a national check-in service program for seniors and people with mobility issues.
2. Advocate for the implementation of community hubs at post offices throughout the country to provide basic public services, postal banking and improved communication services where such a need exists.
3. Support the implementation of a nationwide system of electric vehicle charging stations at post offices in areas where access is otherwise lacking.
4. Advocate for a Canada Post which continually experiments with innovation in the public interest.

Because the labour movement must oppose the austerity measures promised by the newly elected federal government and demand good jobs and public services for all Canadians.

Because Canada Post is a trusted national institution, with a physical and social infrastructure in all communities throughout the country.

Submitted by CUPW Locals 126 and 039

Opposing Back to Work Orders (150 words)

The Newfoundland and Labrador Federation of Labour will:

1. Condemn the use of Section 107 of the Canada Labour Code to end numerous legal strikes in favour of employers since 2024.
2. Condemn the use of Section 108 of the Canada Labour Code to force a vote on the Canadian Union of Postal Workers.
3. Work with affiliates to build worker power to defy back to work orders. The Executive Council will undertake this work as a special priority.

Because the misuse of Section 107 of the Canada Labour Code bypasses the pretense of a parliamentary vote.

Because the government has repeatedly tipped the scales of contract negotiations in favour of the employer, choosing “resolutions” to labour disputes that suit the interests of the capitalist class.

Because the right to strike is the ultimate tool to force an employer to respect workers and to build solidarity with the labour movement.

Submitted by CUPW Locals 126 and 039

Hot Cargo and Israel (142 words)

Whereas the international labour movement is increasingly making calls to sanction Israel because of the occupation of Palestine and Israel's system of apartheid.

Whereas Israel has escalated its genocidal bombing campaign, ground invasion, siege and starvation of Gaza and annexation of the West Bank.

Whereas the Israeli labour central the Histadrut has been a partner in the colonization of Palestine since the foundation of Israel, and maintains discriminatory practices against Palestinian workers.

Be it resolved that the NLFL will declare and call on the Canadian Labour Congress to declare trade, services and relationships with Israel to be "hot cargo" and to cut ties with the Histadrut.

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

Submitted by CUPW Locals 126 and 039

Peace and Disarmament (146 words)

The Newfoundland and Labrador Federation of Labour will:

Be actively involved with the international labour movement in promoting global working-class solidarity and world peace and demanding the disarmament of the major economic powers.

Develop and support efforts for a “just transition” to retrain workers involved in military production and military activities.

Because the Canadian government pledged to increase military spending to the NATO target of 5% of GDP while the US, the lynchpin member of that alliance, threatens annexation of Canada and other countries.

Because there are pressing social crises at home and abroad in need of funding that is being redirected to military ends.

Because the best assurance of peace is the working class refusing to participate in military build-up and expansion.

And because militarism and the militarization of the economy are directly contributing to the climate crisis and threatening escalation into a world war.

Submitted by CUPW Locals 126 and 039

CONSTITUTIONAL AMENDMENT: Report to Convention on Previous Resolutions (131 words)

Whereas resolutions passed by the delegates of Federation of Labour conventions are not always made a priority of the work of the Federation,

The NL Federation of Labour shall add the following to Article 7, Section 2 of its constitution: “The Executive Council shall report their progress on the work as directed by all resolutions passed at the previous convention.”

For clarity, the amended paragraph shall read: **“The Executive Council shall be the governing body of this Federation between triennial conventions and shall carry out the decisions of the triennial convention. The Executive Council shall report their progress on the work as directed by all resolutions passed at the previous convention. They shall perform such duties as are assigned to them by the President, Secretary-Treasurer, or agreed to by Executive Council.”**

Submitted by CUPW Locals 126 and 039

CONSTITUTIONAL AMENDMENT: Organizing Committee (114 words)

Whereas union density has declined substantially in the last 50 years.

Whereas organizing efforts could benefit enormously from better coordination between unions.

Whereas Article 2.3.b of the NL Federation constitution states that a purpose of the Federation is to “assist in the organization of the unorganized into unions for their mutual aid, protection and advancement.”

Be it resolved that the NL Federation of Labour add an “Organizing Committee” to Article 9, Section 1, of the constitution and strike an organizing committee to coordinate and develop efforts to organize the unorganized into trade unions.

Be it further resolved that the Federation of Labour Executive Committee members promote the work of this committee to all affiliates.

Submitted by CUPW Locals 126 and 039

CONSTITUTIONAL AMENDMENT: International Solidarity Committee (94 words)

Whereas “An injury to one is an injury to all” is a proud slogan of organized labour.

Whereas bosses and the capitalist class organize internationally to exploit and oppress workers.

Whereas forging bonds between working people and labour movements across borders strengthens our movement.

Be it resolved that the NLFL add an “International Solidarity Committee” under Article 9, Section 1.

Be it further resolved that the committee undertake the work of coordinating with affiliates to offer support to international struggles and to share the lessons from other national labour movements in Newfoundland and Labrador.

Submitted by CUPW Local 126 and 0390

CONSTITUTIONAL AMENDMENT: Article 9 – Committees

Section 1. Standing Committees

Amend to read:

The Executive Council shall set up the following Standing Committees:

- a) Education Committee;
- b) Occupational Health and Safety Committee;
- c) Workers' Compensation Committee;
- d) Gender Equity Committee;
- e) Young Workers' Committee;
- f) Human Rights Committee; and
- g) Indigenous Workers Committee.**

Submitted by Executive Council

CONSTITUTIONAL AMENDMENT: Amendment to Article 14 (d) – Rules of Order

Current Language of 14(d):

d) Speeches shall be limited to five (5) minutes except in moving a resolution when the delegates shall be allowed ten (10) minutes.

Proposed Amendment:

Add a new subsection to Section 14 (d) to read as follows:

d) Speeches shall be limited to five (5) minutes except in moving a resolution when the delegates shall be allowed ten (10) minutes.

i) Notwithstanding subsection (d), time accommodations may be made for delegates who require additional time due to a disability or language barrier, provided such accommodations are pre-approved by the NLFL President or a designate of the President prior to the call to order.

Submitted by Executive Council