

## **HOW THE CONSERVATIVES WILL ATTACK WORKERS' RIGHTS**

CONSERVATIVE PARTIES AND POLITICIANS AT ALL LEVELS OF GOVERNMENT IN CANADA ARE MOUNTING A FULL ATTACK ON THE RIGHTS OF ALL WORKERS IN OUR COUNTRY. HERE IS HOW THEY PLAN TO DO IT.

### **MANDATORY UNION MEMBERSHIP**

Current labour laws allow workers to negotiate with their employer a clause in their collective agreement requiring that workers covered by that agreement will be members of the union. Aside from the responsibility to pay dues, there are other union membership responsibilities, including participating in collective actions to defend and improve the collective agreement.

**THE CONSERVATIVES PLAN TO** strip workers of the right to act collectively by making it illegal to have any clauses in a collective agreement that would require workers to be a member of the union.

### **MANDATORY UNION DUES**

Current labour law requires any worker covered by a collective agreement must pay union dues. The principle is that workers who enjoy the benefits of being a union member should contribute dues.

**THE CONSERVATIVES PLAN TO** remove any requirements for workers to pay union dues, but non-members would still enjoy the benefits that the union has gained for its workers for free.

### **MANDATORY PAYROLL DEDUCTION OF DUES**

Current labour law requires that there be clauses in collective agreements to obligate employers to collect union dues through payroll deductions on behalf of the union. This is also known as Dues Check-off. This costs the employer virtually nothing to do. For unions, this would be time-consuming and very costly.

**THE CONSERVATIVES PLAN TO** allow employers to ignore its dues collection obligations and make it at their own discretion.

## STRIKE AND RATIFICATION VOTES

Unions conduct their own strike and collective agreement ratification votes by following established rules that are subject to membership review.

**THE CONSERVATIVES PLAN TO** interfere in the affairs of unions by requiring government supervision of all strike and ratification votes.

## ARBITRATION PROCESS

Unions and employers can use a third party arbitration process to resolve disagreements regarding potential violations of the collective agreement.

**THE CONSERVATIVES PLAN TO** increase the level of interference and involvement in the neutral third party arbitration process.

## LABOUR FUNDING FOR COMMUNITY ORGANIZATIONS AND SOCIAL ISSUES

Unions often engage with community organizations that support important social justice issues, especially those that support equity, human rights and better working conditions for all people.

**THE CONSERVATIVES PLAN TO** consider limiting the right of trade unions to contribute to campaigns on social or political issues, while corporations have no such limits.

## FINANCIAL REPORTING

The Harper Government has already passed a law that requires unions to submit financial transactions to a government registry. Corporations have no such requirement.

**THE CONSERVATIVES PLAN TO** continue to bring in more laws that target workers and restrict labour rights.

## ATTACKING STUDENT UNIONS

University Student Unions have structures that are similar to labour unions. They work to represent student concerns and are active in many social justice campaigns. Ontario Conservative Leader Tim Hudak has laid out policies regarding Student Unions.

**THE CONSERVATIVES PLAN TO** put into place laws that would treat them the same as labour unions when it comes to membership and dues.