



# 2011 Convention Resolutions

## Resolutions Referred to AFL Standing Committees

*Reference: Disposition of Resolutions and Policy Papers*

### HEALTH AND SAFETY COMMITTEE

- Res. No. 301 – Workplace Bullying
- Res. No. 304 – Workplace Hazard Assessments and Controls
- Res. No. 1239 – Protective Reassignment (Pregnant/Breastfeeding Workers)
- Res. No. 1211 – Whistleblower Protection Legislation **PAC & H&S**

#### **Res. No. 301 – Workplace Bullying**

**THE ALBERTA FEDERATION OF LABOUR WILL** urge the Alberta government and Alberta Workers' Compensation Board to acknowledge bullying as a legitimate and serious workplace health and safety issue and develop regulations to deal with bullying.

**BECAUSE** workplace bullying is a serious issue which affects the health and safety of members.

**BECAUSE** workplace bullying is equivalent to repeated abusive mistreatment.

**BECAUSE** no worker should have to work in an environment where repeated abusive mistreatment is allowed.

AFL Executive Council

M/S/Carried  
Concurrence

#### **Res. No. 304 – Workplace Hazard Assessments and Controls**

**THE ALBERTA FEDERATION OF LABOUR WILL** lobby the provincial government to insure all workplaces have hazard assessments and controls in place and the workers are informed of them.

**BECAUSE** numerous workplaces have yet to conduct hazard assessments and establish controls for the identified hazards.

**BECAUSE** many workplaces have hazard assessments and controls but the new workers are not informed of them.

**BECAUSE** the enforcement of Part 2- Hazard Assessment, Elimination and Control of the Health and Safety Code has never been a priority of the government.

CUPE Local 38

M/S/Carried  
Concurrence

#### **Res. No. 1239– Protective Reassignment**

**THE ALBERTA FEDERATION OF LABOUR WILL** work with affiliates, Labour Councils and Canadian Labour Congress for the adoption of protective reassignment legislation.

**BECAUSE** 1981, pregnant or breastfeeding workers in Quebec have had the right for protective reassignment to ensure they can work in a safe environment by being assigned duties that do not involve hazards for them given their pregnancy, or for their unborn or breast feeding child.

**BECAUSE** protective reassignment involves providing a medical certificate to the employer, who is then obliged to actively search for a protective reassignment with no loss of wages and benefits.

**BECAUSE** if it is not possible to protectively reassign a pregnant or breast feeding worker, then she is entitled to compensation from a combination of sources including the Employer and the Quebec CSST.

CUPW Edmonton

M/S/Carried  
Concurrence

### **Res. No. 1211 – Whistleblower Protection Legislation**

**THE ALBERTA FEDERATION OF LABOUR WILL** pressure the Albert government to enact whistleblower protection legislation, which provides comprehensive protection from reprisal for Alberta workers who expose serious wrongdoings and/or health & safety infractions in the workplace.

**THE ALBERTA FEDERATION OF LABOUR WILL** lobby the Alberta provincial government to create an office of an Integrity Commissioner who would report to the Legislature of her/his investigations into serious allegations of wrongdoing.

**BECAUSE** front line workers often know how to improve service delivery, but risk discipline or dismissal if they publicly criticize how services are delivered, or reveal employer mismanagement or wrongdoing.

**BECAUSE** workers often see health and safety issues as they arise.

**BECAUSE** workers are personally at risk when health and safety infractions are not remedied.

**BECAUSE** workers in Alberta have almost no protection against employer reprisals for acting as “whistleblowers” to protect the public interest and workers’ health and safety.

**BECAUSE** this form of legislation exists in other jurisdictions, such as Ontario.

**BECAUSE** Alberta has one of the worst health and safety records in Canada.

AFL Executive Council

M/S/Carried  
Concurrence