

Aboriginal Workers Representatives

Terms of Reference

Two Aboriginal representatives and two alternate representatives are elected at the AFL convention. The two representatives sit on the AFL Executive Council. One representative shall be male and one female, for gender parity. Alternates fill vacancies as they arise. Aboriginals holding these positions are elected at the Aboriginal caucus at Convention.

These Aboriginal representatives represent the voices of all organized and unorganized Aboriginals in Alberta, to be brought to the Executive Council of the AFL so the Council can decide on how to raise awareness of and advance the interests of Aboriginal workers within and outside unions.

The Aboriginals who hold these positions will:

- a) Represent the voices of rank and file union members in presenting Aboriginal issues to the Executive Council.
- b) Distribute information from the Executive Council to union members, through pamphlets, fact sheets and other publications.
- c) Educate union members at all levels about those issues which are commonly called Aboriginal issues but which, in reality, are workers' rights and human rights issues.
- d) Work with the AFL Human Rights and International Solidarity committee and Workers of Colour and Aboriginal Workers working group in accordance with their terms of reference.
- e) Initiate and maintain a relationship with workers of colour and other equity-seeking groups of workers.
- f) Address the issue of systemic discrimination against Aboriginal persons and work with all levels of unions to identify systemic barriers against all equity-seeking groups.
- g) Encourage levels of participation by Aboriginal workers in the AFL and its affiliates and raise awareness of where work needs to be done and allow Aboriginal workers access to all levels of responsibility.
- h) Address issues of under-employment for Aboriginal workers.
- i) Liaise with all equity-seeking committees.
- j) Provides caucus opportunities to all AFL events.
- k) Other issues or concerns regarding Aboriginal workers.