

# WORKERS OF COLOUR AND ABORIGINAL WORKERS (WOCAW)

## Res. No. 901 – Equity Facilitators

**THE ALBERTA FEDERATION OF LABOUR WILL** advocate for affiliates to promote workers of colour and aboriginal workers to be trained as facilitators.

**BECAUSE** this resolution is to address the deficits that exist in facilitators in Alberta among workers of colour and aboriginal workers.

**BECAUSE** this deficit exists due to the lack of education and promotion of facilitators. We strongly encourage that the AFL and its affiliates promote and support the education of workers of colour and aboriginal workers as facilitators.

AFL EXECUTIVE COUNCIL  
WORKERS OF COLOUR & ABORIGINAL WORKERS COMMITTEE

COVERED BY RES. NO. 103

## Res. No. 902 – Conference

**THE ALBERTA FEDERATION OF LABOUR WILL** organize and hold a conference for equity-seeking groups in 2011.

**BECAUSE** diversity needs to be more visible.

**BECAUSE** trade unions cannot rely on their employer to respect diversity that is legislated.

**BECAUSE** some people just don't know what diversity is.

**BECAUSE** statistics still report that the lowest paid people in Canada are equity-seeking groups.

**BECAUSE** education and awareness is part of the way that we can change the statistics.

AFL EXECUTIVE COUNCIL  
WORKERS OF COLOUR & ABORIGINAL WORKERS COMMITTEE

M/S/CARRIED  
CONCURRENCE

## Res. No. 903 — Include Diversity in Union Constitutions

**THE ALBERTA FEDERATION OF LABOUR WILL** urge affiliates to review their constitutions to encourage inclusion of diversity.

**BECAUSE** workplaces are becoming more and more diverse and unions need to represent such diversity.

**BECAUSE** unions need leadership that is understanding of diversity.

**BECAUSE** workers who belong to equity-seeking groups and new immigrants need to understand their rights to avoid exploitation from the employer.

**BECAUSE** unions need to ensure that workplaces are comfortable for and respectful of all.

AFL EXECUTIVE COUNCIL  
WORKERS OF COLOUR & ABORIGINAL WORKERS COMMITTEE

M/S/CARRIED  
CONCURRENCE

**Res. No. 904 — Translation**

**THE ALBERTA FEDERATION OF LABOUR WILL** translate brochures dealing with basic AFL information, such as “Know Your Rights,” into other languages as requested or identified and as approved by the AFL Executive Council.

**BECAUSE** the changing workforce would be better reflected with the AFL taking the lead in having materials in other languages.

**BECAUSE** this would allow the AFL to better serve the current trade unionists’ population.

**BECAUSE** it will allow the opportunity for more inclusiveness of all of our brothers and sisters in various unions.

**AFL EXECUTIVE COUNCIL  
WORKERS OF COLOUR & ABORIGINAL WORKERS COMMITTEE**

**M/S/CARRIED  
CONCURRENCE**

**Res. No. 403 – Lubicon Lake Indian Nation**

**THE ALBERTA FEDERATION OF LABOUR WILL** support the demands of the Lubicon Lake Indian Nation for a moratorium on oil and gas development within the Lubicon Nation until TransCanada Pipelines agrees to respect Lubicon land rights and answer Lubicon questions pertaining to pipeline construction.

**BECAUSE** the Lubicon are recognized as a distinct Indigenous society with land rights.

**BECAUSE** the Lubicon society has come under siege by powerful interests who would wipe the Lubicons from the face of the earth in order to have unrestricted access to valuable Lubicon natural resources.

**BECAUSE** TransCanada Pipelines has refused to recognize Lubicon land rights.

**AFL EXECUTIVE COUNCIL  
HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE**

**M/S/CARRIED  
CONCURRENCE**

**Res. No. 404–Program to Attract Aboriginal Workers**

**THE ALBERTA FEDERATION OF LABOUR WILL** work to establish a program that will attract Aboriginal workers into the unionized workforce.

**BECAUSE** the Aboriginal population is much younger than the non-Aboriginal population and will be the primary source for workers in the future.

**BECAUSE** the unemployment rate for Aboriginal people living off-reserve is 8.3% compared to the average unemployment rate of 3.5% for Alberta as of October 2008.

**BECAUSE** staff diversity brings a greater range of skills and perspective to the workplace.

**AFL EXECUTIVE COUNCIL  
HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE**

**M/S/CARRIED  
CONCURRENCE**

**Res. No. 406 – Change Immigration Legislation**

**THE ALBERTA FEDERATION OF LABOUR WILL** lobby the Federal Government to change the immigration legislation in order to allow temporary foreign workers to access the regular immigration process so they can apply for landed immigrant status and enjoy its benefits.

**BECAUSE** temporary foreign workers are being taken advantage of by not having the full protection of regular immigrants to this country.

**BECAUSE** employers take advantage of these workers due to their precarious situation.

**BECAUSE** these temporary foreign workers pay into the Employment Insurance and Canada Pension Plans and normally are unable to draw its benefits.

**AFL EXECUTIVE COUNCIL**

**HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE**

**M/S/CARRIED  
CONCURRENCE**

**Res. No. 411 – Temporary Foreign Workers**

**THE ALBERTA FEDERATION OF LABOUR WILL** encourage unions to fully integrate temporary foreign workers into the union, ensuring they enjoy all the benefits of union membership and solidarity with other members.

**THE AFL WILL** also encourage unions to bargain for additional protection for temporary foreign workers, such as language training and significant union orientation, to ensure barriers to participation are removed and to prevent employer abuse.

**BECAUSE** Alberta's temporary foreign workers are a heavily utilized workforce in Alberta and are treated unfairly by many employers.

**BECAUSE** ensuring they are fully protected by the union, and wholly involved in the life of the union will ensure they are being treated with the same respect and dignity as other union members.

**AFL EXECUTIVE COUNCIL**

**HUMAN RIGHTS & INTERNATIONAL SOLIDARITY COMMITTEE**

**M/S/CARRIED  
CONCURRENCE AS AMENDED**

