

ANTISEXISM MODEL BARGAINING LANGUAGE



Table of Contents



1.0 Bargaining Insights

2.0 Gender Equity & Family Supports

3.0 Gender Inclusion, Transitioning Workers & Health Benefits

4.0 Violence Prevention, Domestic Violence Supports & Women's Advocacy

5.0 Employment Equity, Organizing & Political Action

1.0 Bargaining Insights



1.1 Anti-Sexism & Harassment Workplace Standards

1.2 Equitable Apprenticeship Access

1.3 Mentorship for Underrepresented Tradespeople

1.4 Gender Inclusive PPE & Facilities

1.1 Anti-Sexism & Harassment Workplace Standards



The Employer and the Union are committed to maintaining a workplace free from:

- sexism,
- harassment,
- gender-based violence,
- discrimination,

including on the basis of:

- gender identity,
- gender expression,
- sexual orientation,
- race,
- ancestry,
- age,
- disability,



**INCLUSION IN THE
TRADES**

and any other protected ground under the Ontario Human Rights Code and the Occupational Health and Safety Act (OHSA).

All allegations shall be addressed promptly through a fair and confidential process, in accordance with the Ontario Human Rights Code and OHSA. Annual joint training on anti-harassment and equity will be delivered to all employees.

1.1 Anti-Sexism & Harassment Workplace Standards

Definitions

For the purposes of this agreement:

Sexism includes systemic and individual acts of prejudice or discrimination based on sex, gender identity, or gender expression.

Harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

Gender-based violence includes any act of physical, verbal, or psychological violence or threat of violence directed at a person because of their gender, gender identity, or expression.



1.1 Anti-Sexism & Harassment Workplace Standards



Rights & Responsibilities

All employees have the right to work in an environment free from sexist, homophobic, transphobic, racist, and otherwise discriminatory behaviour.

The Employer shall take all reasonable steps to prevent and address harassment and discrimination in the workplace, including harassment by third parties such as clients, contractors, or members of the public.

Managers and supervisors shall receive additional training on recognizing and appropriately responding to reports of harassment or discrimination.

Complaint Process

All allegations of harassment or discrimination shall be addressed promptly, fairly, and confidentially. There will be a joint investigation with the Union and the Employer.

Investigations must begin within five (5) business days of receiving a complaint and be completed within thirty (30) calendar days, unless mutually extended.

Complainants shall be informed of the investigation's outcome and any corrective actions taken, in accordance with the principles of procedural fairness and privacy.

1.1 Anti-Sexism & Harassment Workplace Standards



Protection Against Reprisal

No employee shall be subject to retaliation, reprisal, or adverse action for making a complaint, participating in an investigation, or acting as a witness.

Joint Training

The Employer and Union shall jointly design and deliver annual training for all employees on:

- Anti-sexism & harassment
- Workplace violence prevention
- Gender identity and expression
- Rights and responsibilities under the Human Rights Code and Ontario Occupational Health and Safety Act

This training shall be mandatory, paid, and occur during regular working hours.

Training shall be trauma-informed, reflect an intersectional approach, and be updated regularly in consultation with the Joint Health and Safety Committee (JHSC) and the Joint Equity and Inclusion Committee.

1.1 Anti-Sexism & Harassment Workplace Standards

Monitoring & Accountability

The Employer shall track and report annually to the Union on:

- Number and nature of complaints received
- Timelines and outcomes of investigations
- Trends and gaps in training or policy enforcement

These reports shall exclude any personally identifiable information and be used to strengthen preventative measures.



Joint Review

The parties agree to review the effectiveness of this article annually, including through surveys, workplace assessments, and joint committee recommendations, with the goal of continuous improvement in preventing and responding to workplace harassment and sexism.

1.2 Equitable Apprenticeship Access



The Parties acknowledge that systemic discrimination and historical exclusion have created barriers for women, gender-diverse, Indigenous, racialized, and disabled workers in accessing and succeeding in apprenticeship pathways.

The Employer and the Union commit to advancing inclusive, equitable access to skilled trades and apprenticeship programs through proactive, measurable, and collaborative efforts.

Equity Goals and Inclusive Recruitment

The Employer shall establish clear equity goals to increase the participation and retention of:

- Women and gender-diverse persons;
- Indigenous peoples;
- Racialized workers;
- Other equity-deserving groups underrepresented in the trades.

These goals shall be reviewed annually in partnership with the Union and shall be informed by disaggregated data, community consultation, and labour market information.

Equity goals shall be incorporated into all recruitment, workforce development, and apprenticeship intake strategies.

1.2 Equitable Apprenticeship Access

TRC Call to Action #92 and Indigenous Inclusion

In accordance with TRC Call to Action #92, the Employer and Union commit to:

- Providing meaningful access to apprenticeship opportunities for Indigenous peoples;
- Engaging Indigenous communities and organizations in recruitment efforts;
- Offering culturally safe orientation, training, and supports;
- Ensuring that Indigenous perspectives are included in training, mentorship, and worksite practices.

The Employer shall, where possible, prioritize partnerships with Indigenous training providers, Friendship Centres, post-secondary institutions, and community agencies to promote pathways into the skilled trades.



1.2 Equitable Apprenticeship Access



Barrier Removal and Outreach Strategies

The Employer shall review and revise the application, selection, and onboarding procedures to eliminate barriers. This includes:

- Removing unnecessary educational or credential requirements;
- Ensuring materials are free from gendered or exclusionary language;
- Providing materials in accessible formats and languages as needed;
- Offering alternative entry points, including bridging programs and pre-apprenticeship supports.

Targeted outreach strategies shall include:

- School and community-based information sessions;
- Participation in equity-focused job fairs;
- Visibility of diverse tradespeople in recruitment materials;
- Collaboration with Union-led campaigns and mentorship programs

1.2 Equitable Apprenticeship Access

Retention & Support Mechanisms

To support successful completion and retention of apprentices from underrepresented groups, the Employer shall:

- Provide access to formal and informal mentorship (see Article 5.3);
- Establish onboarding processes that reflect inclusive practices and cultural safety;
- Ensure supervisors and journeypersons are trained in anti-oppression, inclusive leadership, and trauma-informed approaches;
- Offer accommodations and flexible scheduling for those with caregiving, religious, or medical needs.



1.2 Equitable Apprenticeship Access



Data Collection, Monitoring, and Transparency

The Employer shall collect and provide anonymized, disaggregated data to the Union annually on:

- Apprenticeship and pre-apprenticeship applications, enrolment, and completion rates;
- Retention data and exit reasons;
- Representation trends by gender identity, Indigeneity, race, disability, and other equity indicators.

Data shall be used to assess progress toward goals and identify areas for targeted intervention.

1.2 Equitable Apprenticeship Access



Joint Oversight & Evaluation

A Joint Apprenticeship Equity Committee shall be established under the Joint Equity and Inclusion Committee (JEIC), with equal representation from both the Union and the Employer.

This Subcommittee shall:

- Review and assess the effectiveness of equity strategies annually;
- Recommend improvements to recruitment, intake, mentorship, and retention programs;
- Monitor implementation of TRC #92 commitments;
- Ensure culturally respectful engagement with Indigenous partners and community stakeholders
- The Subcommittee shall meet at least three (3) times per year and produce an annual Equity in Apprenticeship Report.

1.2 Equitable Apprenticeship Access

Funding & Resourcing

The Employer shall allocate dedicated resources, including funding, staffing, and time, to support the implementation of this article.



This may include:

- Equity-focused mentorship stipends;
- Honoraria for Indigenous Elders or Knowledge Keepers engaged in programming;
- Accessibility supports and childcare stipends;
- Outreach and training partnerships with community and Indigenous organizations.

1.2 Equitable Apprenticeship Access



The Employer shall:

- Establish goals to increase the representation of women and gender-diverse workers in apprenticeship and pre-apprenticeship programs;
- Partner with the Union to remove barriers to access, including outreach and support mechanisms;
- Report annually to the Union on apprenticeship enrolment and completion, disaggregated by gender and equity-deserving status.

1.3 Mentorship for Underrepresented Tradespeople

The Parties recognize that mentorship is a proven strategy for increasing retention, confidence, skills development, and career progression among workers who have been historically excluded from the trades, including women, gender-diverse individuals, and racialized and Indigenous workers.



To support a more inclusive and equitable workplace, the Employer agrees to establish and sustain a joint mentorship program, co-designed and implemented in partnership with the Union

1.3 Mentorship for Underrepresented Tradespeople



Purpose and Principles

The goals of the mentorship program are to:

- Promote the successful entry, retention, and advancement of underrepresented tradespeople;
- Foster an inclusive, respectful, and equitable jobsite culture;
- Provide support and guidance from experienced Journeypersons to new or equity-deserving workers;
- Strengthen leadership development and succession planning within the workforce.

The following principles shall guide the mentorship program:

- Voluntary participation for both mentors and mentees.
- Culturally safe, gender-inclusive, and trauma-informed practices;
- Anti-oppressive, equity-focused approach grounded in lived experience.

1.3 Mentorship for Underrepresented Tradespeople

Program Structure

The Union and Employer shall jointly develop a formal mentorship program model, including:

- Clear roles and expectations for mentors and mentees;
- Matching process that prioritizes compatibility in trade, lived experience, and shared goals;
- Onboarding and orientation for all participants, including equity training and mentorship best practices;
- Confidential feedback mechanisms for program improvement.



Mentorship may include one-on-one pairings, peer mentoring, group mentoring, job shadowing, and skill-building workshops.

1.3 Mentorship for Underrepresented Tradespeople

Paid Mentorship Time:

The Employer shall provide paid release time for active mentorship activities, including:

- Up to eight (8) hours per quarter for each participating mentor and mentee;
- Additional paid time for program orientation, evaluation, and mentorship-related events as agreed upon by the Joint Mentorship Committee.



Mentorship time shall be scheduled during regular working hours, wherever possible, and shall not result in any loss of income, seniority, or opportunities for the participant.

1.3 Mentorship for Underrepresented Tradespeople

Joint Mentorship Committee

A Joint Mentorship Committee shall be established with equal representation from the Employer and the Union. This committee will:



- Design, implement, and evaluate the mentorship program;
- Oversee matching and support processes.
- Review participant feedback and revise the program as necessary.
- Promote participation and visibility of the program on worksites.
- The Committee shall meet at least three (3) times annually and report findings to the broader Joint Equity and Inclusion Committee (JEIC).

1.3 Mentorship for Underrepresented Tradespeople

Equity and Leadership Development

The mentorship program shall include components that:

- Support leadership development for women, Indigenous, and equity-deserving workers;
- Prepare participants for future roles as forepersons, stewards, instructors, or committee members;
- Address workplace navigation, conflict resolution, self-advocacy, and health and safety.



1.3 Mentorship for Underrepresented Tradespeople



Integration with Other Equity Initiatives

Mentorship shall complement and support other equity provisions in the Collective Agreement, including:

- Article 5.2 (Equitable Apprenticeship Access);
- Article 5.4 (Inclusive PPE and Facilities);
- Article 5.5 (Promotion Tracking);
- Joint Equity and Inclusion Committee (Article Z.3 or as cross-referenced).

The Employer agrees to collaborate with the Union to connect mentorship participants with external supports, including training institutions, advocacy networks, and community-led programs such as Cheers for Change, ConnectHER, or Skilled Trades Ontario initiatives.



1.3 Mentorship for Underrepresented Tradespeople

The Employer shall provide funding and logistical support for the mentorship program, including:

- Program coordination;
- Printed and digital resources;
- Evaluation tools and participant surveys;
- Recognition events and skill-building opportunities.



An annual Mentorship Impact Report shall be co-authored by the Joint Mentorship Committee and shared with all stakeholders.

1.4 Gender Inclusive PPE & Facilities

The Employer and the Union recognize the critical importance of providing personal protective equipment (PPE), washrooms, and changing facilities that are inclusive, accessible, and appropriate for all workers, regardless of gender identity, gender expression, or body type.

A safe workplace includes both physical protection and respect for workers' dignity.

This article supports compliance with the Occupational Health and Safety Act (OHSA), the Ontario Human Rights Code, and industry-specific standards for health, safety, and accommodation.



1.4 Gender Inclusive PPE & Facilities



Personal Protective Equipment (PPE)

The Employer shall provide all required PPE in a full range of sizes and gender-inclusive fits, including but not limited to:

- Safety boots and footwear
- Hard hats
- Coveralls, uniforms, and high-visibility gear
- Gloves, safety harnesses, and respiratory equipment

Workers shall not be expected to alter, purchase, or modify their own PPE due to improper sizing or poor fit.

- PPE must not hinder a worker's movement, compromise safety, or contribute to discomfort or injury due to improper sizing, especially for workers with smaller or larger body types, or those with religious or gender-based dress requirements.
- Employees shall be offered a choice of available fits/styles and shall not be restricted to any PPE based on perceived gender.

1.4 Gender Inclusive PPE & Facilities

Procurement and Distribution

The Employer shall:

- Maintain an inclusive sizing inventory at all worksites;
- Review PPE catalogues annually in consultation with the Union to ensure gender-inclusive options are available and supplied;
- Consult with employees and the Joint Health and Safety Committee (JHSC) to assess fit, functionality, and comfort.

Requests for alternative sizes or styles shall be addressed within five (5) business days.



1.4 Gender Inclusive PPE & Facilities

Washrooms and Change Facilities

The Employer shall ensure that all worksites provide clean, safe, accessible, and gender-neutral washrooms and changerooms, in addition to any gender-specific facilities.

Gender-neutral facilities must:

- Be clearly marked, easily accessible, and available during all shifts;
- Include appropriate sanitation and hygiene supplies.
- Provide privacy (e.g., fully enclosed stalls, functional locks, private change areas).

Where portable facilities are used (e.g., construction sites), at least one must be designated as gender-neutral and serviced on a regular basis.



1.4 Gender Inclusive PPE & Facilities



Privacy, Safety, and Dignity

Workers shall have the right to use the washroom or changeroom that aligns with their gender identity, without question, delay, or discrimination.

The Employer shall respond to any complaints or concerns about PPE or facility access within five (5) business days and involve the Union in resolving the matter if requested.

Harassment or interference with a worker's use of facilities will be addressed as a violation of the anti-harassment provisions in this Agreement (see Article 5.1).



1.4 Gender Inclusive PPE & Facilities

Joint Oversight

The Joint Health and Safety Committee (JHSC) and/or the Joint Equity and Inclusion Committee (JEIC) shall:



- Review PPE procurement practices and worker feedback on fit and function annually;
- Monitor the condition, accessibility, and availability of gender-neutral facilities at all sites;
- Conduct regular assessments to ensure compliance with this article and report deficiencies.

The Employer shall work in good faith with the Union to address any barriers identified.

1.4 Gender Inclusive PPE & Facilities

Training and Awareness

The Employer shall provide annual training to supervisors, managers, and workers on:

- Gender-inclusive safety practices;
- The right to appropriate PPE and facilities;
- Respectful conduct and privacy in shared spaces.

Remedy

Where the Employer fails to provide appropriate PPE or facilities within a reasonable timeframe, the Union may file a grievance, and temporary measures shall be arranged immediately.

No worker shall be disciplined or face reprisal for requesting appropriate PPE or facility access.



2.0 Gender Equity & Family Supports



- 2.1** Maternity, Parental & Adoption Leave
- 2.2** Maternity Leave Top-Up
- 2.3** Parental Leave Top-Up (Non-Birth Parents)
- 2.4** Adoption Leave
- 2.5** Assisted Reproductive Leave
- 2.6** Leave Protections & Continuity
- 2.7** Inclusive Definitions of Family
- 2.8** Access to Information & Support

2.1 Maternity, Parental & Adoption Leave

The Employer recognizes the importance of supporting workers through pregnancy, childbirth, adoption, and other family-building journeys.

In keeping with principles of gender equity, inclusion, and respect for all families, this Article outlines comprehensive leave and income protections for birth parents, adoptive parents, and those pursuing assisted reproduction or surrogacy.



2.2 Maternity Leave Top-Up

An employee who gives birth and is receiving Employment Insurance (EI) maternity benefits shall be entitled to:

- A two (2) week fully paid allowance, followed by Fifteen (15) weeks of top-up that brings their combined EI and Employer payments to 93% of their regular weekly gross earnings.
- The Employer top-up will be paid biweekly for 15 weeks upon proof of receipt of EI maternity benefits and continued eligibility.
- Employees who do not qualify for EI (e.g., due to insufficient hours) but are eligible for job-protected maternity leave under the Employment Standards Act (ESA) may request an equivalent income top-up at the Employer's discretion, subject to supporting documentation.

2.3 Parental Leave Top-Up (Non-Birth Parents)



Any employee, regardless of gender, who takes parental leave (biological, adoptive, or otherwise) and receives EI parental benefits shall receive:

- Ten (10) weeks of top-up to 93% of gross wages during the standard parental leave (up to 40 weeks total, with a maximum of 35 for one parent under EI rules).
- Employees who opt for extended EI parental benefits may receive top-up adjusted over the longer duration but not exceeding the total financial value of the 10-week standard top-up.
- This benefit is available to non-birth parents, including adoptive parents, trans and gender-diverse parents, and parents in two-parent or multi-parent households.

2.4 Adoption Leave

Adoptive parents shall be entitled to the same top-up and paid leave entitlements as birth parents, regardless of the age of the adopted child.

In addition, the Employer shall provide:

- Up to 100 hours of paid leave for adoption-related purposes, including:
 - Attending legal or court proceedings;
 - Completing home studies and pre-adoption interviews;
 - Travelling to meet or receive the child;
 - Transitioning and bonding support.



2.5 Assisted Reproductive Leave



Employees undergoing or supporting a partner undergoing assisted reproductive procedures (including IVF, IUI, egg/sperm retrieval, surrogacy, and related medical appointments) shall be entitled to:

- Up to 100 hours of paid leave per year for these purposes;
- Additional unpaid job-protected leave if required by a healthcare provider.

Paid leave may be used intermittently and shall not require disclosure of the specific procedure if the employee chooses to maintain medical privacy.

2.6 Leave Protections & Continuity

Employees on any of the above leaves shall:

- Continue to accrue seniority and service;
- Maintain their benefits, pension contributions, and entitlements at the same rate as if they were not on leave;
- Be reinstated to their same position or a comparable one upon return, with no loss of pay or seniority.

Requests for modified or graduated return-to-work plans shall be accommodated where reasonable, in line with the Ontario Human Rights Code and the Employment Standards Act.



2.7 Inclusive Definitions of Family

All references to parents in this article include:

- Birth, adoptive, foster, and intended parents (e.g., in surrogacy arrangements);
- 2SLGBTQIA+ parents, single parents, and non-biological parents;
- Parents of all genders, including trans and non-binary individuals.



2.8 Access to Information & Support



6.8 Access to Information and Support

The Employer shall ensure that:

- Information on leave entitlements is available in plain language formats and provided to all employees.
- No employee is penalized, discouraged, or discriminated against for requesting or taking leave;
- Human Resources personnel are trained on gender-inclusive family-building supports and privacy rights.

3.0 Gender Inclusion, Transitioning Workers & Health Benefits



3.1 Gender Neutral Languages

3.2 Transitioning & Gender-Affirming Supports

3.3 Benefits & Reproductive Health

3.0 Gender Inclusion, Transitioning Workers & Health Benefits



3.1 Gender Neutral Language

The collective agreement shall use gender-neutral language. Terms such as "they/them" shall be used instead of gendered pronouns.

3.2 Transitioning and Gender-Affirming Supports

- Transitioning employees shall be supported with paid transition leave of up to two (2) months.
- The Employer shall update records, ID, and communications systems upon request without requiring disclosure of previous information unless legally required.
- Gender-neutral dress codes, privacy in changing rooms, and washroom access consistent with gender identity are guaranteed.

3.3 Benefits and Reproductive Health



- Benefits shall cover gender-affirming care, hormone therapy, surgeries, wigs, prosthetics, and voice training.
- Reimbursement of up to \$X for family-building expenses, including surrogacy, IVF, and adoption.

4.0 Violence Prevention, Domestic Violence Supports & Women's Advocacy



4.1 Domestic Violence Leave & Protections

4.2 Women's Advocate Program

4.3 Joint Workplace Violence & Harassment Policy

4.1 Domestic Violence Leave & Protections

The Employer and Union recognize that all workers have the right to a workplace free from violence, harassment, intimidation, and abuse.

The Parties further recognize that gender-based violence, including domestic and intimate partner violence, disproportionately affects women and gender-diverse individuals and can impact safety, attendance, and performance at work.

The workplace can and must be part of the safety net for those affected.



4.1 Domestic Violence Leave & Protections



Paid Leave Entitlement

Employees who are experiencing domestic or intimate partner violence shall be entitled to:

- Up to ten (10) paid days per calendar year, for purposes such as:
 - Attending legal or court proceedings;
 - Seeking medical attention or counselling;
 - Relocating or securing housing;
 - Meeting with law enforcement, child protection services, or legal counsel.
- This paid leave is in addition to any leave entitlements under the Employment Standards Act, including the 5 paid and 5 unpaid days currently prescribed.

Extended or Flexible Leave

- Employees requiring more than 10 paid days may access additional unpaid leave, vacation, lieu time, or sick leave with priority access and without penalty.
- Leaves may be taken intermittently or in part days to meet evolving needs.

4.1 Domestic Violence Leave & Protections



Paid Leave Entitlement

Employees who are experiencing domestic or intimate partner violence shall be entitled to:

- Up to ten (10) paid days per calendar year, for purposes such as:
 - Attending legal or court proceedings;
 - Seeking medical attention or counselling;
 - Relocating or securing housing;
 - Meeting with law enforcement, child protection services, or legal counsel.
- This paid leave is in addition to any leave entitlements under the Employment Standards Act, including the 5 paid and 5 unpaid days currently prescribed.

Extended or Flexible Leave

- Employees requiring more than 10 paid days may access additional unpaid leave, vacation, lieu time, or sick leave with priority access and without penalty.
- Leaves may be taken intermittently or in part days to meet evolving needs.

4.1 Domestic Violence Leave & Protections

Accommodations and Safety Measures

The Employer shall:

- Make timely and confidential accommodations to support affected workers. This may include:
 - Changes to schedule or location;
 - Temporary reassignment;
 - Security escorts;
 - Blocking access to the worksite by known perpetrators.

Accommodation requests shall be handled sensitively, with no requirement to disclose specific details beyond what is necessary to support the request.



4.1 Domestic Violence Leave & Protections



Non-Discrimination and No Discipline

- No employee shall face discipline, performance management, or loss of opportunity due to:
 - Absences, lateness, or decreased performance resulting from domestic violence;
 - Disclosure or request for support relating to abuse or violence.
- Retaliation for seeking support or asserting rights under this article shall be treated as a violation of Article 5.1 (Anti-Sexist and Anti-Harassment).

Confidentiality and Support

- All requests, disclosures, and documentation related to domestic violence shall be treated as strictly confidential.
- Employees may choose to involve the Women's Advocate (Article 8.2) or Union Representative for support during accommodation, investigation, or return-to-work processes.

4.2 Women's Advocate Program

Appointment and Mandate

The Union shall appoint at least one trained Women's Advocate, who will:

- Provide confidential peer support to employees experiencing violence, harassment, or discrimination;
- Assist with referrals to appropriate workplace and community resources (legal aid, shelters, counselling, etc.);
- Support workers navigating workplace accommodations, safety planning, or leaves



4.3 Joint Workplace Violence & Harassment Policy



Policy Co-Development and Scope

The Employer and Union shall jointly develop, implement, and monitor a comprehensive Workplace Violence, Harassment, and Discrimination Policy, consistent with the Occupational Health and Safety Act (OHSA), Ontario Human Rights Code, and the collective agreement. The policy shall include:

- Clear definitions of workplace violence, sexual harassment, bullying, and discriminatory behaviours;
- Responsibilities of employers, supervisors, workers, and third parties;
- A survivor-centred, trauma-informed complaint and investigation process;
- Procedures for dealing with incidents involving clients, customers, or third parties.

4.3 Joint Workplace Violence & Harassment Policy

Confidential Complaint Process

The complaint process shall guarantee:

- Timely investigations (initiated within five business days, concluded within 30 calendar days);



Confidentiality of all parties involved;

- Right to Union representation for the complainant and respondent;
- Written summary of findings and outcomes shared with the complainant and the Union (within privacy limits);
- Protections against reprisal or retaliation.

4.3 Joint Workplace Violence & Harassment Policy



Safety Planning and Risk Assessment

The Employer shall work with the Union and the Joint Health and Safety Committee (JHSC) to:

- Conduct annual violence risk assessments at all worksites;
- Develop individual safety plans for workers at risk (e.g., domestic violence, stalking, threats);
- Review environmental and procedural controls (e.g., lighting, security, emergency response).

Training and Awareness

All employees shall receive mandatory annual training on:

- Workplace violence, harassment, and discrimination prevention;
- Domestic violence as a workplace issue;
- Rights and resources under this Agreement and the law.

Supervisors and managers shall receive enhanced training on responding appropriately to disclosures and supporting workers in crisis.

5.0 Employment Equity, Organizing & Political Action



5.1 Employment Equity Plan

5.2 Organizing & Outreach

5.3 Political Action Leave

5.0 Employment Equity, Organizing & Political Action



9.1 Employment Equity Plan

The parties agree to create a Joint Employment Equity Committee to:

- Conduct audits to identify barriers for underrepresented workers;
- Develop hiring, retention, and training strategies;
- Monitor progress annually with disaggregated data.

9.2 Organizing and Outreach

The Employer agrees to respect the Union's role in organizing non-unionized workers and shall not interfere in such efforts. The Union may share information about union rights and supports during new hire orientation.

9.3 Political Action Leave

Employees shall be granted up to 5 unpaid days annually to participate in civic engagement activities such as lobbying, elections, or educational campaigns advancing workers' and women's rights.