

## **Bill C-525 Key Talking Points (Updated)**

### **No one has called for these changes**

- These changes were made via a private-member's bill, on the basis of zero consultation with either labour or employers, overturning the nearly 50-year history of the Canada Labour Code and the tradition of consultation, careful consideration and consensus in federal labour relations.
- Neither employers nor unions sought these changes; neither employers nor unions identified a single problem in current industrial relations that required these legislative amendments. Virtually all industrial relations authorities in Canada have warned against Bill C-525 and the process through which the government is upsetting the balance in federal labour relations.
- Calkins justified the amendments by claiming a "mountain of complaints" about union coercion and intimidation made to federal labour boards. Yet out of 4,000 decisions made in the last 10 years, the Canada Industrial Relations Board has heard 6 substantiated complaints of intimidation.

### **Bill C-525 will destabilize labour relations**

- Federal labour relations are harmonious, with the vast majority of contract renewals occurring without work stoppages. Both employers and unions agree the system is working well; C-525 will upset the delicate balance of federal industrial relations, politicizing the labour relations framework and starting a dangerous pendulum that employers fear will swing back in the future, to their detriment.
- Amended Bill C-525 eliminates card-check certification and adds an unnecessary second step for certification (a mandatory secret ballot vote), without any requirement that the vote be held on a timely basis, or in a neutral location. This is an invitation to employers to interfere with workers' democratic right to choose representation, and it will destabilize federal labour relations.

### **Bill C-525 is an attack on unions**

- The government's amendments in committee make the Bill even worse by further lowering the threshold for decertification applications to reach a vote. This will destabilize collective bargaining, since C-525 also eliminates the code's existing prohibition against decertification applications where the union continues to bargain in good faith.

## Bill C-525 Target List

FedProvince	Prefix	LastName	FirstName	FedElecDist	Email	Hill Office #	Constituent #
BC	The Honourable	Duncan	John	Vancouver Island North (59031)	john.duncan@parl.gc.ca	613-992-2503	250-338-9381
MB	Ms.	Bateman	Joyce	Winnipeg South Centre (46014)	Joyce.Bateman@parl.gc.ca	613-992-9475	204-983-1355
MB	Mr.	Maguire	Larry	Brandon—Souris	Larry.Maguire@parl.gc.ca	613-995-9372	204-726-7600
MB	Mr.	Toet	Lawrence	Elmwood--Transcona (46005)	Lawrence.Toet@parl.gc.ca	613-995-6339	204-984-2499
NB	M.	Goguen	Robert	Moncton--Riverview--Dieppe (13007)	Robert.Goguen@parl.gc.ca	613-992-8072	506-851-3310
ON	The Honourable	Alexander	Chris	Ajax--Pickering (35001)	Chris.Alexander@parl.gc.ca	613-995-8042	905-426-6808
ON	Mr.	Aspin	Jay	Nipissing--Timiskaming (35057)	Jay.Aspin@parl.gc.ca	613-995-6255	705-474-3700
ON	Mr.	Braid	Peter	Kitchener--Waterloo (35039)	peter.braid@parl.gc.ca	613-996-5928	519-746-1573
ON	Mr.	Butt	Brad	Mississauga--Streetsville (35051)	Brad.Butt@parl.gc.ca	613-943-1762	905-812-1811
ON	Mr.	Carmichael	John	Don Valley West (35017)	John.Carmichael@parl.gc.ca	613-992-2855	416-467-7275
ON	Mr.	Chisu	Corneliu	Pickering--Scarborough East (35072)	Corneliu.Chisu@parl.gc.ca	613-995-8082	416-287-0110
ON	Mr.	Daniel	Joe	Don Valley East (35016)	Joe.Daniel@parl.gc.ca	613-995-4988	416-443-0623
ON	The Honourable	Gosal	Bal	Bramalea--Gore--Malton (35006)	Bal.Gosal@parl.gc.ca	613-992-9105	905-790-9211
ON	Mr.	Hayes	Bryan	Sault Ste. Marie (35079)	Bryan.Hayes@parl.gc.ca	613-992-9723	705-941-2900
ON	Ms.	James	Roxanne	Scarborough Centre (35081)	Roxanne.James@parl.gc.ca	613-992-6823	416-752-2358
ON	Mr.	Leung	Chungsen	Willowdale (35100)	Chungsen.Leung@parl.gc.ca	613-992-4964	416-223-2858
ON	Mr.	Lizon	Wladyslaw	Mississauga East--Cooksville (35048)	Wladyslaw.Lizon@parl.gc.ca	613-996-0420	905-566-0009
ON	Mr.	Opitz	Ted	Etobicoke Centre (35022)	Ted.Opitz@parl.gc.ca	613-947-5000	416-249-7322
ON	Mr.	Trottier	Bernard	Etobicoke—Lakeshore	Bernard.Trottier@parl.gc.ca	613-995-9364	416-251-5510
ON	Ms.	Truppe	Susan	London North Centre (35043)	Susan.Truppe@parl.gc.ca	613-992-0805	519-663-9777
SK	Mrs.	Block	Kelly	Saskatoon--Rosetown--Biggar (47010)	kelly.block@parl.gc.ca	613-995-1551	306-975-6555
SK	Mr.	Boughen	Ray	Palliser (47005)	ray.boughen@parl.gc.ca	613-992-9115	306-691-3577
SK	Mr.	Clarke	Rob	Desnethé--Missinippi--Churchill River (47003)	rob.clarke@parl.gc.ca	613-995-8321	306-234-2334
YT	Mr.	Leef	Ryan	Yukon (60001)	Ryan.Leef@parl.gc.ca	613-995-9368	867-668-6565

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