

Sub

CANADIANS IN DEFENCE OF LABOUR RIGHTS

December 24, 1980

To: The Senate, House of Commons Special Joint
Committee on the Constitution of Canada

From: Canadians in Defence of Labour Rights

Re: The proposed Charter of Rights

RECEIVED / REÇU

H of C - C des C

9 JAN 1981

Committees and Private
Legislation Branch
Comités et Législation Privée

Canadians in Defence of Labour Rights (C.D.L.R.) proposes that a Labour Bill of Rights be included in the Charter of Rights in the new Canadian Constitution. Canada, by including such a bill, would improve its reputation as an international defender of social and political rights. In addition, this would be a concrete step towards realizing the goals of the International Bill of Human Rights of the United Nations, to which Canada is a signator.

Using principles espoused in this Bill, the labour branch of the United Nations, the I.L.O., has formulated a set of specific conventions concerning labour rights. Canada's record in relation to these conventions could be improved; we have a long way to go before we can live up to those international standards. The entrenchment of a Labour Bill of Rights in the Canadian Constitution would help us to do so.

We have been witnessing the steady erosion of labour rights here in Canada, especially in the last few years of economic crisis. Large scale unemployment, social service cutbacks, runaway plants, the Michelin Bill, the arbitrary removal of the right to strike, the jailing of labour leaders -- these are but a few examples of such erosion.

C.D.L.R.
P.O. Box 683, Stn. A,
Toronto, Ont. M5W 1G2

**DEFEND
YOUR
RIGHTS**

CANADIANS IN DEFENCE OF LABOUR RIGHTS

....2

Since 83% of working Canadians must earn their livelihood in wage labour, these abuses touch the lives of the majority of Canadians, directly or indirectly. In short, they threaten our most fundamental freedoms.

A specific Labour Bill of Rights in the Constitution would be an essential component of a larger Charter of Rights, in keeping with the U.N. Bill of Human Rights and the Labour Conventions of the I.L.O. We therefore propose the following thirteen points for inclusion in the Charter of Rights.

1. The right of every worker to gainful employment.
2. The right to strike and picket without hindrance.
3. The right to negotiate and strike during the term of a collective agreement.
4. The right to negotiate and strike on all changes in working conditions, including technological change.
5. The outlawing of scabbing and strikebreaking.
6. The right to automatic certification on a simple 50 percent-plus-one sign-up basis.
7. The right to be free from employer intimidation and harassment, including the right to full and free political expression for all employees.
8. The right of workers to monitor and control health and safety at the workplace, and refuse unsafe work.
9. The elimination of injunctions in labour disputes.
10. The right to a maximum 32 hour work week with no reduction in pay.

C.D.L.R.
P.O. Box 683, Stn. A.
Toronto, Ont. M5W 1G2

**DEFEND
YOUR
RIGHTS**

.....3

CANADIANS IN DEFENCE OF LABOUR RIGHTS

.....3

11. The right to a minimum three week holiday with pay after one year of work.
12. The right to equal pay for work of equal value.
13. The right to be free from employer discrimination on the basis of colour, race, creed, gender, political or sexual orientation, or national origin.

The above rights shall include all employees without exception.

Respectfully,

R. Argue

Robert Argue
Chairman,
Canadians in Defence of
Labour Rights

C.D.L.R.
P.O. Box 683, Stn. A,
Toronto, Ont. M5W 1G2

**DEFEND
YOUR
RIGHTS**