

A CLIMATE ACTION AGENDA

CANADIAN LABOUR CONGRESS CONVENTION 2021

Executive Summary

Climate change is the single greatest challenge of our time. It is already affecting the lives, livelihoods and health and safety of workers in Canada and around the world. We are in a climate emergency and addressing this emergency is urgent union work. Safeguarding our planet also presents a historic opportunity for working people, unions and those committed to equality, human rights and justice. Addressing the climate emergency and making our homes and communities more livable is a chance to create millions of good, unionized jobs across Canada and to provide new opportunities to young workers, Indigenous people and equity-seeking groups. Ambitious climate action offers a necessary and credible basis to expand good jobs and economic opportunity for all.

Labour's Climate Action Agenda aims to achieve ambitious, enforceable renewable energy targets for electricity and transportation by 2030 and to achieve net-zero emissions in our economy by 2050. Crucial to this plan will be ensuring that the transition be democratic and worker-focused, leveraging the power of the public sector to lead the transition. A just transition that aims to create good jobs for workers and communities and that applies a gender, reconciliation and intersectional lens, is essential to all aspects and phases of a Climate Action Agenda.

Introduction: Working People, Unions and Climate Change - A Historic Opportunity for Working People, Communities and Equity-Seeking Groups

1. Safeguarding a habitable planet for ourselves and for future generations has become one of the greatest challenges for working people, unions and those committed to equality, human rights and justice.

2. Unions in Canada are already playing a pivotal role in responding to climate change individually and in alliances like the Green Economy Network (GEN), Blue Green Canada, Adapting Canadian Work and Workplaces (ACW), the Climate Action Network (CAN-Rac) and Trade

Unions for Energy Democracy (TUED). Provincially and nationally, trade unionists have designed and won just transition programs for workers affected by climate change policies. Building trades unions have made investments in everything from windfarms to innovative technology and green skills. The labour movement should take pride in showcasing our achievements in advancing sustainability in our workplaces, communities and public policies.

3. The struggle to stabilize and preserve our environment will continue to be a significant concern for unions and working people but it also represents a historic opportunity. The transition to a sustainable economy will require enormous investments and supplies of labour. This provides working people an opportunity to mobilize their skills and expertise and lead a fundamental transformation of our economy and society. Those that demand we choose between good jobs and ambitious climate action are presenting a false choice—we can and we must have both.

86

4. Working people have an opportunity to move the discussion beyond simply moving away from fossil fuels, to creating a sustainable society and economy. Addressing the climate emergency and making our homes and communities more livable is a chance to create millions of unionized jobs across Canada, provide new opportunities to young workers, low-income workers, Indigenous people and equity-seeking groups, and to grow Canada's economy.

5. Individual unions and members must continue to take an active role in pushing governments to adopt stronger policies and practices that enable industrial transition. They must also push for workplace-based approaches with employers and reflect on their own personal, family and community consumption habits that create unwanted emissions.

6. The COVID-19 pandemic has presented us with a historic opportunity. The response to the pandemic demonstrated that, when there is political will, businesses and plants can convert their operations to produce essential personal protective equipment (PPE) and supplies at lightening speed. Resources can similarly be harnessed to convert plants and create green and socially useful jobs that will support our transition to a clean and

sustainable economy.

The CLC is committed to working with affiliates, federations of labour, district labour councils, other allies and governments to develop and implement a Climate Action Agenda that will transform, expand, build and create a sustainable, green and healthy society.

The Urgent Challenge of Climate Change

7. Climate science is clear and consistent. In order to preserve a habitable planet, scientists warn we have limited time to transform our energy systems and economies away from fossil fuels. The signatories to the Paris Agreement, comprising 174 countries and the European Union, have committed to limiting warming to two degrees Celsius and to taking steps towards achieving a 1.5°C target. Canada and the world agree with this imperative.

8. Currently, we are not meeting the scale of the threat, nor are we seizing the opportunities. We are not on track to limit global warming to two degrees Celsius and global greenhouse gas (GHG) emissions show no signs of peaking. While 2020 saw a slight dip in GHG emissions due to the COVID-19 pandemic, emissions continue to rise each year and it's expected this short-term reduction will have a negligible impact on reducing climate change.

9. Canadians and working people from coast to coast to coast are already feeling the impacts and consequences of climate change. In recent years, emergencies linked to climate change have become increasingly common in Canada. Wildfires in Western Canada and floods in the Maritimes, Eastern Ontario and Western Quebec have pushed thousands from their homes. Droughts in the prairies have affected the harvests and livelihoods of farmers, migrant workers and their rural communities. The impacts on agriculture and food production threaten to drive up food prices, disproportionately affecting low-income Canadians. Globally, ecosystems and economies are being upended. Australia and California's dire situation battling wildfires and Bangladesh's devastating 2020 floods are more examples of the expected extreme weather events and the subsequent damage to our environment, wildlife, communities and

broader economy and society. Furthermore, as we struggle to contain the COVID-19 pandemic, we must acknowledge the fact that pressure on ecosystems will also increase the risk of future pandemics.

10. Canada is one of the world's largest per capita emitter of GHGs⁴⁹ and is not yet on track to meet its commitments set out in the Paris Climate Agreement. The federal government's Canadian Net-Zero Emissions Accountability Act, which was tabled in late 2020, represents an important step in putting Canada on track to reach net-zero emissions by 2050. Yet, in order for it to be effective and actually hold the government accountable, it must be strengthened in a number of ways. The legislation should be grounded in the best possible science and should impose robust standards and a legal obligation to meet its targets. Finally, the Act must be linked to the Just Transition Act promised in the 2019 federal election, as a necessary driver of the ambition required to reach its emissions reduction milestones. The Act must mandate requirements for social dialogue between unions, employers and governments as part of charting the pathways to net-zero, as well as providing the means for Indigenous Peoples to be full participants in climate action.

⁴⁹Climate Transparency (2019) Brown to Green: The G20 Transition Towards a Net-Zero Emissions Economy. the Climate Transparency website; Retrieved February 2021 from: <https://www.climate-transparency.org/wp-content/uploads/2019/11/Brown-to-Green-Report-2019.pdf>

11. There is growing national and international interest in pursuing carbon border adjustment mechanisms as a way to ensure rigorous domestic climate policies, including carbon pricing, do not provide jurisdictions with weak climate protections with a competitive advantage over Canadian products. The European Commission has announced that it will roll out a carbon border adjustment mechanism on imports equivalent to their domestic price on carbon. The U.S. Biden Administration has also expressed interest in utilizing similar tools. These mechanisms have the potential to increase domestic support for carbon pricing regimes in Canada by ensuring imported products from jurisdictions with weaker climate protections are subject to the same carbon pricing requirements.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on the Government of Canada to:

- meet Canada's commitment under the Paris Agreement, while adopting more ambitious targets of no more than 1.5°C of global warming from pre-industrial levels by the year 2100;
- submit an updated nationally determined contribution that is more ambitious, reaffirms just transition is the only pathway to reach rapid decarbonization and explicitly outlines how the government will leverage the knowledge and capacity of the public sector and the union movement to reach its targets;
- explore the efficacy of carbon border adjustment mechanisms with respect to trade-exposed sectors and products that are subject to domestic carbon pricing; and
- strengthen the Canadian Net-Zero Emissions Accountability Act by including a rolling five-year accountability cycle, bolstering the role and independence of the Advisory Body, imposing robust standards for planning and reporting, imposing a legal obligation to meet targets and mandating the involvement of unions and Indigenous Peoples in the climate strategy and a just transition.

The Shift to a Green Economy—Barriers and Opportunities

12. To achieve the emissions reductions required for climate stabilization, nations must commit to an ambitious and fundamental transformation of carbon-free production, consumption, transportation and economic activity.

13. The changing climate will affect every region of our country and the globe but the impacts will not be felt evenly by everyone. While corporations and a wealthy few have grown rich by polluting our water, land and air, for instance, Indigenous and racialized communities in Canada continue to suffer the consequences of environmental racism. The strain of climate catastrophes on emergency services, social safety nets and physical infrastructure will also disproportionately impact our society's most vulnerable. Low-income, racialized, migrant and equity-seeking communities will all be at risk of further marginalization.

14. The economic model and corporate power that has facilitated wage stagnation, increased inequality and economic insecurity, the hollowing out of public services, growing indebtedness and financial fragility, has also allowed for unchecked emissions and the climate breakdown.

15. Just as this economic system has contributed to the crisis, relying on the same failed model to respond to the crisis will prove insufficient. The current market approach to climate protection, which is restricted to regulatory nudges, tweaking market signals, incentivising private investments and increasing tax incentives, is showing itself to be profoundly inadequate. This approach is fueling hopelessness, cynicism and an angry backlash against even minor and inadequate attempts to respond to the climate crisis.

16. Securing a habitable planet is far too important to leave to political leaders, captains of industry and the rich and powerful. Unions and working people must seize the opportunity to mobilize all hands on deck, solidify our legitimate leadership role in this historical transformation and shift climate protection in a bold new direction.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to reject a market-focused approach to climate protection that places our collective future in the hands of corporations, employers and investors. Instead, the CLC will insist on a leading role for workers, unions and labour organizations in the planned transformation to carbon-free production, consumption, transportation and economic activity that is worker-driven and democratically owned and operated.

Labour's Climate Action Agenda

17. The Canadian labour movement believes we must be clear and ambitious in our targets, aiming to achieve 100 percent sustainable energy for electricity and transportation by 2030 and to attain net-zero emissions with deep decarbonisation by 2050. Crucial to this plan will be ensuring that the transition be democratic, publicly owned and worker driven. Energy systems must be restructured and reconfigured. A just transition for workers and communities that applies a gender, reconciliation and intersectional lens will be essential to all climate change policy measures and should be equally weighted in our climate targets.

18. Shifting to a green economy also presents opportunities to build on achievements of the past. Just as unions have fought and won battles for basic employment standards, health care and social safety nets, this

transition must guarantee a higher level of health care and essential services, affordable and resilient housing and decent jobs for all workers but especially for those that have been historically marginalized and excluded from economic prosperity.

19. The pandemic has shown us that such industrial transformation is possible. We can and must make Canada a leader in green and renewable energy, resilient and habitable communities and a truly just and equal society.

Key Elements of Labour's Climate Action Plan

A Worker-Centred Agenda:

- Expanding opportunities for worker inclusion and ownership;
- A just transition for workers and communities;
- Prosperity and inclusion for equity-seeking groups and young workers;
- Respecting the rights of Indigenous Peoples; and
- Skills, vocational training and community benefit agreements (CBAs).

A Green Industrial Transformation:

- Growing our green manufacturing and industrial capacity;
- The responsible development of our natural resources; and
- Respecting environmental and human rights beyond our borders.

Targeted Areas for Leadership, Innovation and Growth:

- Renewable energy;
- Transportation; and
- Infrastructure and building retrofits.

A Public Sector for a Green Future:

- Planning and coordination;
- Research and development;
- Building and retrofitting public infrastructure;
- Remediation, restoration, adaptation and resiliency;
- Public services and emergency response; and
- Public financing and investments.

A Worker-Centred Agenda

Worker Inclusion and Ownership

20. As we weather the global pandemic, while simultaneously needing to respond to climate change, workers and communities must be empowered to take control of our resources and energy systems. Workers and their unions must be intimately included in the planning and implementation of the green transition.

21. With a commitment to full employment, this presents a unique opportunity to strengthen and expand Canada's labour movement. Workers in steel and auto manufacturing, construction, energy efficiency retrofitting, coding and server farms, renewable power plants, sustainable agriculture, engineering, an expanded public sector and a Green Youth Corps must all be intimately involved in industry and sectoral decisions.

22. Workers and unions also have a unique opportunity to contribute to the greening of all workplaces by forming joint labour-management environmental committees. Similar to the structure of workplace health and safety committees, union members can be trained to improve the environmental performance of their workplaces by engaging in waste audits and supply chain reviews and by developing strategies to reduce energy use and GHG emissions. Strategies could range from advocating for the use of local suppliers of products and food, to promoting workplace infrastructure that encourages the use of public or active transportation. Such strategies are a way to reduce GHG emissions, while supporting the local economy and encouraging healthy workplaces, families and communities.

23. Across Canada, the work of joint labour-management environmental committees has already begun, with noticeable success. For example, environment committees have been formed in the Toronto District School Board and cover over 500 buildings in the region. They have concretely demonstrated the important impact workers can have on improving the environmental performance of their individual workplaces, while supporting local economic development.

24. Workers have very recently begun exploring new and innovative ways to

incorporate climate proposals into collective bargaining and strike demands. In February 2020, thousands of cleaning workers in the United States, represented by the Service Employees International Union Local 26, went on strike, with action on climate change as one of their key demands.⁵⁰ This focus on climate change in collective bargaining is part of a growing trend towards bargaining for the public good. Pushing the traditional limits of bargaining demands also represents an opportunity to build and strengthen community and labour alliances and to bring together a diverse spectrum of social and environmental justice movements and organizations.

25. Workers and unions have also raised concerns over the ways their pension fund investments are contributing to the climate crisis. As an alternative to investing in carbon-intensive sectors, labour groups and members have started demanding investment strategies that will support the transition to a green economy. Central to this discussion, will be ensuring that the principles of a just transition are integrated into any decisions to shift pension investments to low-carbon sectors.

The Canadian labour movement supports the work of the the International Trade Union Confederation (ITUC), the Principles for Responsible Investments (PRI) and the Committee on Workers' Capital (CWC) in identifying ways that pension funds can incorporate a just transition framework into their climate risk strategies.⁵¹

⁵⁰ Brecher, Jeremy. (March 1, 2020); Did We Just Witness the First Union-Authorized Climate Strike in the United States?; The Common Dreams website; Retrieved March 2020 from: <https://www.commondreams.org/views/2020/03/01/did-we-just-witness-first-union-authorizedclimate-strike-united-states>

⁵¹ Committee on Workers' Capital; (November 2, 2018). The role of labour trustees in driving a just transition. the CWC website; Retrieved March 2020 from: <https://www.workerscapital.org/the-role-of-labour-trustees-in-driving-a-just-transition>

The CLC will work with affiliates, federations of labour, district labour councils and other allies to:

- develop and implement sectoral based strategies that put workers, communities and public services at the heart of climate action;
- encourage education on the effects of climate change on our workplaces, including supporting the creation of educational materials on the topic;
- promote and support the negotiation of collective agreement language on climate, including the establishment of joint labour-management environmental committees with required training and mandated roles in

improving the environmental sustainability of workplaces; and

- explore opportunities to shift pension fund investments to targeted sectors that will support the transition to a green economy and advocate the integration of just transition principles into investment decisions.

A Just Transition for Workers, Communities and Equity-Seeking Groups

26. Crucial to the transition to a carbon-free economy will be a just transition for workers and communities. A just transition means putting equality and social justice at the centre of the shift to a green economy. This will be vital to ensuring not only a green future but also a just one.

27. Bold just transition commitments are the cornerstone of climate action—they are the master key for unlocking the ambition we need to move further and faster in response to climate change. Without strong just transition commitments, political will and momentum will fail, leaving us at risk of leaping backwards politically, economically and environmentally.

97

28. Recognizing that fossil fuel workers, their communities, Indigenous people, racialized workers, migrant workers and low-income workers are at the greatest risk of unfairly bearing the costs of the transition; a just transition must call for a commitment to full employment, income growth and the implementation of federal and provincial government economic and labour-market policies to ensure support for affected workers. For some time, the fossil fuel sector has been in decline as a driver of job creation and the energy transition is already underway.⁵² Fossil fuel workers who are displaced must receive compensation guarantees, access to job training programs, moving allowances when relocation is unavoidable (in first instance, community economic re-development is needed), re-employment guarantees, retirement bridging and a guarantee that pension plans are fully funded for older workers.

29. Alongside mitigating the economic harm that some will experience, a just transition is also about maximizing the potential of green job creation. This means shifting from solely a reactive understanding of a just transition (e.g. minimizing harm through Employment Insurance (EI) top ups,

re-training, mobility supports, etc.), to incorporating proactive measures like targeted skills training, industrial transition support and direct green job creation programs.

⁵²Stanford, Jim. (January 2021). Employment Transitions and the Phase-Out of Fossil Fuels. the Environmental Defence website; Retrieved January 2021 from:

<https://environmentaldefence.ca/report/steady-path-transition-fossilfuel-jobs/>

30. Including workers and drawing on their expertise are essential to gaining workers' trust and support for the transition. Because governments have yet to live up to the rhetoric, some workers in carbon-intensive industries and resource communities have expressed skepticism towards the idea of a just transition.⁵³

31. While the labour movement commends the government for the creation and work of the Task Force on Just Transition for Coal Power Workers and Communities, workers are concerned over the general lack of union inclusion in the subsequent creation of Just Transition Centres. There is apprehension that the centres will focus on the needs of businesses, rather than on the needs of workers and their families. In order to regain trust and give workers and communities confidence in the plan for a just transition, workers must be involved and central in all phases of the process.

32. A just transition should not be restricted to workers that have traditionally been considered fossil fuel workers but must be extended to the industry's auxiliary jobs. This includes extending supports to food services and retail workers, cleaners, municipal workers and other occupations that have a disproportionate representation of racialized, Indigenous, female and low-income workers. Broadening the scope of who should have access to just transition programs and supports is essential to ensuring that the green economy does not reproduce historical inequalities and further marginalize equity-seeking groups. An intersectional lens should be applied to all just transition policies and programs.

⁵³Canada's Task Force on Just Transition for Canadian Coal Power Workers and Communities. (December 2018). Final Report by the Task Force on Just Transition for Canadian Coal Power Workers and Communities. Government of Canada website; Retrieved January 2020 from: <https://www.canada.ca/en/environment-climate-change/services/climate-change/task-force-justtransition/final-report.html>

The CLC will work with affiliates, federations of labour, district labour councils and other allies to:

- call on federal, territorial and provincial governments to develop broadly based just transition programs for workers, communities and equity-seeking groups, that are supported by economic and labour-market policies;
- press the federal government to implement the outstanding recommendations of Canada's Task Force on Just Transition for Canadian Coal Power Workers and Communities and ensure the focus remains on the needs of workers and communities, rather than on businesses;
- insist the Just Transition Act contain legally enshrined and accountable targets that form part of the legislated milestones for reaching Canada's 2050 decarbonization targets; and
- call on the Government of Canada to:
 - establish a strong link between the targets committed to in the Paris Agreement and the necessity for a just transition for workers and communities;
 - sign the Climate Action for Jobs Initiative that was launched during the COP25 climate conference; and
 - implement the International Labour Organization's Guidelines for a just transition towards environmentally sustainable economies and societies for all as a minimum standard.

Young Workers: Youth Job Guarantee and Green Youth Corps

33. In recent decades, young workers have borne the brunt of the corporate drive for a more “flexible” workforce and have disproportionately suffered from anti-union attacks and the downward pressure on wages, working conditions, job stability and social protections. The transition to a green economy provides a distinct opportunity to reverse this trend.

34. The labour movement has long called for a Youth Job Guarantee that ensures every young person has a good job, paid internship or quality training position within four months of leaving formal education or becoming unemployed. Under Labour's Climate Action Agenda, the proposed Youth Job Guarantee should be linked to a Green Youth Corps.

35. A Green Youth Corps would provide young workers with additional training and vocation education, putting them to work ensuring a habitable planet for future generations. A central component of the Green Youth Corps will be jobs that are directly related to the green transition, such as work in renewable energy, land remediation and restoration, climate adaptation, building retrofits and sustainable transportation. Additionally, it should include training and opportunities in other sectors that will be vital for a sustainable and just future, such as child, home and health care, science and research, business and administration, to name a few. Young people who are part of the Green Youth Corps must have access to decent wages, safe working conditions and the right to unionize.

36. The Green Youth Corps should target marginalized, low-income and at-risk youth in urban centres, as well as in rural and isolated communities. This opportunity will be an essential component of greening our cities and communities by mobilizing young workers into jobs like retrofitting buildings and homes for energy efficiency and constructing and maintaining paths for active transit.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on federal, territorial and provincial governments to work in collaboration with unions to commit to a Youth Job Guarantee and create a Green Youth Corps.

Skills, Vocational Training and CBAs

37. Central to Labour's Climate Action Agenda is the need for significant investments in skills development, vocational training and job programs. The transition to a green economy and the industrial expansion needed to get there will require a range of new jobs. In some cases, the skills needed will be similar to those of displaced workers. For example, the skill set of electricians, plumbers, metal workers, construction workers and most management, administrative and transportation related positions can be repurposed and adapted to a green economy. Other jobs will require new specialized skills and possibly even new formal educational credentials. In close collaboration with unions, workers and educational institutions, the federal government should undertake a comprehensive mapping exercise

to identify the skills and jobs needed and to incorporate such needs into school curriculums and training programs.

38. Negotiated CBAs should be required for infrastructure projects, ensuring they create good jobs and social and economic opportunities for historically disadvantaged groups. New green infrastructure projects should be required to implement CBAs that include criteria related to training and apprenticeships and that reflect racial and gender diversity. This is one of the most concrete ways to distribute the benefits of green infrastructure projects to the community receiving investment.

39. The work of the Toronto and York Region Labour Council (TYRLC) has already proven the effectiveness and success of CBAs. In 2013, the TYRLC supported the founding of the Toronto Community Benefits Network and CBAs have now been negotiated for major infrastructure projects in the city and surrounding areas. In 2019, following calls from the TYRLC, the City of Toronto passed a Community Benefits Framework that sets the standard for all future developments with the City of Toronto. These advancements have laid the groundwork and provide concrete examples of how CBAs can function effectively across all Canadian municipalities.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on federal, territorial and provincial governments to:

- ensure employers bear their fair share of the costs and responsibilities to provide job training and to raise the apprenticeship rate;
- undertake a mapping exercise to identify the skills and credentials required for a green economy and work with educational institutions and unions to incorporate them into curriculums; and
- develop policies that require all infrastructure projects to include CBAs with targeted outcomes for training, apprenticeship and job programs.

A Green Industrial Transformation

40. Simply restricting the growth of fossil fuels will be insufficient to make the transition to a green economy. A fundamental transformation is necessary in order to shift to a carbon-free economy and to guarantee a livable planet for future generations.

41. Rather than simply seeking to reduce and restrict, we must dramatically expand and grow our green manufacturing and industrial capacity. Large-scale investments will be needed to transition to fully renewable transportation and energy systems. Promised investments to create new jobs and grow the economy following the global pandemic can be purposed for this green expansion.

42. For Canada to be a leader in the fight against climate change, we must invest in Canadian innovation and manufacturing—mobilizing technicians, scientists, engineers and tradespeople—who can invent and manufacture products that will significantly reduce Canada's carbon footprint. This will take coordination between all levels of government and close collaboration with unions and workers. Canada needs a comprehensive industrial decarbonization strategy, including a strategy to drive decarbonization in the more difficult to decarbonize sectors.

43. A multiyear plan that expands our green manufacturing and industrial capacity, while creating good jobs, must be developed and must outline both short- and long-term actions. This plan must focus on expanding renewable energy, retrofitting homes, buildings and infrastructure and

104

shifting to carbon-free transportation. Fortunately, the pandemic has demonstrated that growing and expanding manufacturing capacity at record speed is possible, when there is political will.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to mobilize the skills of working people, including technicians, scientists, engineers and tradespeople, to develop a roadmap to fully decarbonize Canada's economy by 2050.

The Responsible Development of Canada's Natural Resources

44. Canada's plan to decarbonize our economy and expand our green industrial and manufacturing capacity must include a rethink of our approach to resource extraction and refinement.

45. Canada's enormous natural resource wealth plays a vital role in our

economic development and in the livelihoods of working Canadians. The sector has been the source of decent, unionized jobs that have provided good wages and benefits and supported families and communities from coast to coast to coast.

46. Despite these benefits, Canada's natural resources, including forestry, mining and oil and gas, have been ill managed and under-regulated. For decades, the sector has been defined by an attitude of "rip and ship" and cycles of "boom and bust." The lack of planning and forward thinking has set the sector on a dangerous trajectory that has plundered our environment and hurt working people. As cycles of investment and profit burst, the lack of advanced planning for economic and community supports has left families and communities in dire financial circumstances.

105

47. For decades, unions and Canada's labour movement have criticized this approach that has enriched the few at the expense of the many. Instead, Labour has called for a coordinated, controlled and sustainable plan to develop our natural resources. This plan must now be integrated into our broader Climate Action Agenda and incorporate a managed multi-year phase-out of fossil fuel production that includes carbon budgets, fossil fuel production limits, investments in the transition from fossil fuels to a green industrial strategy and reforming the royalty regime for fossil fuel extraction.⁵⁴

48. The fair and sustainable development of our natural resources, as part of Canada's climate strategy, must include a long-term plan for our resource development but also for worker development, including a just transition for workers and communities with a focus on skills training and diversification.

49. Such a plan must be seen as an investment in workers and communities not profit. It must also focus on technology upgrading and adding value to raw resources, labour adjustment, job preparedness and community and regional economic development and diversification—all of which would have significant social benefits.

⁵⁴Canadian Centre for Policy Alternatives, BC Office. (March 2020). Winding Down BC's Fossil Fuel Industries: Planning for climate justice in a zero-carbon economy. CCPA website; Retrieved February 2021 from:

https://www.policyalternatives.ca/sites/default/files/uploads/publications/BC%20Office/2020/03/ccpa-bc_Winding-Down-BCs-Fossil-Fuel-Industries.pdf

50. Canada's plan for responsible resource development must consider the impacts on historically and currently marginalized groups, including Indigenous and racialized people, women and 2SLGBTQI people, young workers, migrant workers and those living on low incomes. The free, prior and informed consent of Indigenous Peoples and nations is crucial and must be central to this plan.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on governments to develop a long-term plan and investment policies to sustainably develop Canada's natural resources as part of a broader strategy to shift to a carbon-free economy. This plan must:

- improve the energy and emissions efficiency of resource exploitation, especially within oil and gas production;
- refine and process our resources within Canada and promote technological innovations to reduce emissions from the sector;
- promote regional economic development in disproportionately affected areas, including attracting industries and jobs in renewable energy with a focus on activities related to energy storage, wind and solar energy, geothermal energy, energy efficiency of buildings and the operation of electrical grid transmission operations;
- ensure resource extraction operations undertake land remediation and restoration and associated responsibilities, costs and risks are not shifted from the private sector to the public;
- repurpose infrastructure for regional economic diversification;
- promote sustainable forestry and transform Canada's wood, lumber, pulp and paper manufacturing into higher-value exports; and

107

- reject clauses in trade deals, including investor-state dispute settlement (ISDS) clauses that allow foreign companies to sue governments that pursue regulations or policies related to environmental protection or local production and procurement.

Expanding Canada's Green Manufacturing Without Contributing to Environmental Damage and Human Rights Abuses Overseas

51. As we undertake this massive industrial transition, we must ensure we fully

understand and account for how the transition will affect workers, communities and the environment beyond Canada's borders.

52. The transition to a green economy will require a substantial amount of metals and minerals. Solar panels, wind turbines and batteries for storing energy and powering vehicles all require minerals that must be mined from regions around the globe. Mining is not only a big contributor to global GHG emissions but it also produces billions of tons of toxic tailings and has led to some of the world's largest environmental accidents. The activities of mining companies have also led to egregious labour and human rights abuses.

53. Canada is home to over 60 percent of the world's mining and exploration companies. This entrusts us with a unique and important responsibility to mandate and enforce laws and regulations to ensure that the extractive activities necessary to feed the green industrial transition do not plunder the earth and contribute to the abuse of workers and communities beyond our borders. Our Climate Action Agenda must take into account the hard realities of our limited mineral reserves and the social and environmental consequences of global resource extraction.

54. Alongside ensuring that the extraction of minerals needed for green technologies do not contribute to human and environmental violations globally, we also have an obligation to less industrialized countries in funding the global shift towards clean energy and climate mitigation, especially given Canada's outsized role in the creation of the climate crisis.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on the Government of Canada to:

- develop and implement legislation that mandates Canadian companies to conduct human rights due diligence throughout the entirety of their global operations and supply chains;
- provide the recently created Canadian Ombudsperson for Responsible Enterprise (CORE) the independence and powers required to effectively investigate allegations of human rights abuses linked to Canadian companies operating overseas;

- introduce effective and transparent due diligence requirements that prevent public agencies from supporting, financing and insuring business activity that is linked to the violation of human, labour and environmental rights globally;
- require Canadian extractive companies and public agencies to respect the free, prior and informed consent of Indigenous people and communities around the globe;
- increase contributions to the Green Climate Fund; and
- raise the level of international assistance that is directed to supporting low-income countries' shift away from coal and fossil fuels and to fund climate mitigation and emergency response.

Targeted Areas for Leadership, Innovation and Growth

55. Labour's Climate Action Agenda includes the following three targeted areas for worker-driven leadership, innovation and growth: renewable energy; transportation; and infrastructure and building retrofits. A focus on these three areas presents enormous opportunity to become more resilient to climate-related emergencies and to significantly reduce our annual GHG emissions by 88 to 261 million tons, representing a reduction of over 35 percent of Canada's annual GHG emissions. A focus on renewable energy, public transportation and energy efficiency also holds the potential to create over one million unionized, skilled and decent jobs across the country.⁵⁵

Renewable Energy

56. More than 60 countries around the globe have already committed to shifting to 100 percent renewable energy. Canada must join this list and commit to achieving 100 percent sustainable energy for electricity and transportation by 2030 and to achieve a net-zero economy with deep decarbonization by 2050. This shift will require significant investments in new solar, wind and geothermal energy sources, as well as continuing to invest in our world-leading nuclear technologies.

⁵⁵ Green Economy Network. (2016). One Million Climate Jobs: A Challenge for Canada. Green Economy Network website; Retrieved March 2021 from:

<https://greeneconomynetnew.srv2.cfshosting.ca/wpcontent/uploads/2020/02/OneMilClimateJobs-Backgrounder-2016-11-01-EN.pdf>

57. Currently, we have been drifting in the wrong direction. Fossil fuel corporations and private entities have eaten up public subsidies and built decentralized renewable projects that have often lacked regulatory oversight and produced inefficient and even failing designs. Presently, many jobs in solar and wind energy are non-unionized and characterized by low pay and dangerous working conditions. While the federal government's recently released climate emissions reduction plan, A Healthy Environment and a Healthy Economy, is an important step, its heavy emphasis on market signals and the private sector is problematic. This decentralized approach will significantly limit its effectiveness in terms of reaching our climate targets, creating decent unionized jobs and ensuring that energy systems are comprehensive in scope and accessible to all.

58. In order to shift away from this dangerous path, Canada must commit to a strategy that produces renewable and green energy technologies and that strives to transform the energy grid to one that can support large amounts of renewable energy. The energy grid must have the capacity to expand to meet the needs of the future, including the growth of electric transportation. In many cases, subsidies that have been awarded to fossil fuel and private corporations to develop renewable technologies should instead be directed to public institutions and used to develop democratic and publicly owned energy systems.

59. Since Canada has historically relied on energy-intensive industries and trade in fossil fuels, the challenge is significant, but not insurmountable. Canada already produces a high level of hydro and nuclear energy and we have a massive potential for renewable electricity that is generated from solar, wind, tidal and geothermal energy sources. In the past year
111
alone, we have made incredible strides in geothermal technology that not only presents enormous potential for state-of-the-art Canadian energy sources but would also provide new opportunities for oil and gas workers to apply their skills.

60. If Canada moves rapidly in this direction soon and makes ambitious investments in renewable energy research, innovation and production, we have the potential to become leaders in the manufacturing and export of renewables. If we do not commit to this direction, we will be destined to

be a net importer of green technology, losing our global advantage.

61. Public ownership and operation of renewable energy systems will be crucial to this commitment. Recent shifts to privatize and deregulate energy providers and markets have cost the public and the environment dearly. Continuing down this risky path of energy privatization will lead to dysfunctional, disjointed and expensive energy grids. Just like other forms of electricity, renewable energy grids make most sense on a large scale and should be strictly regulated for efficiency, safety, resiliency, security and environmental sustainability.

62. Alternatives to publicly owned, large-scale, energy projects could be explored in cases where Indigenous-, worker- or community-owned systems may make most sense for remote communities, targeted infrastructure or community projects. Public- or community-owned smart-energy grids will also preserve and create new jobs that should be unionized and provide decent wages and working conditions.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on federal, territorial and provincial governments to work with unions, communities and First Nations to:

- develop a national renewable energy strategy that commits Canada to achieving 100 percent sustainable energy for electricity and transportation by 2030, to largely decarbonize the economy by 2050 and that lays out a concrete path to reach these targets;
- redirect subsidies from the fossil fuel sector to develop publicly owned renewable energy systems and grids;
- offer subsidies, similar to those that were part of Ontario's former Green Energy Act, to expand the use of clean and renewable sources of energy, including wind, solar, biomass and biogas;
- invest in new solar, wind and geothermal energy sources, as well as continuing to invest in our world-leading nuclear technologies; and
- commit all new renewable energy projects to be publicly or community-owned and bring currently privatized energy systems and institutions back in-house.

Transportation

63. One quarter of Canada's GHG emissions come from transportation. While subsidizing electric vehicles and placing a tax on carbon are essential and important steps to encourage the transition to carbon-free transportation, alone these incentives will be wholly insufficient. Not only will they fail to force a transition at the speed required, they will also fail to ensure equal access to transportation for all, meet the hard realities of limited mineral supplies and address the current limitations of energy storage.

64. An ambitious and comprehensive nation-wide strategy to fully transform our transportation sector is required to achieve full electrification and decarbonization. Converting all passenger vehicles to renewable electricity sources must be part of this transformation but this is only one piece. Schools, transit agencies, cities, provinces and private companies will all need to commit to procuring 100 percent electric commercial vehicles.

65. Automakers are announcing plans to phase out internal combustion engine vehicles, replacing them with zero-emission vehicles. Fast-charging and long-range electric vehicles will be essential to the Canadian economy, which is dependent on goods being shipped from coast to coast. To make this possible, it's crucial that the government invest in nationwide, accessible electric vehicle charging infrastructure.

66. While electrifying vehicles will be essential, the hard reality is the minerals needed for electric vehicles and battery storage are in limited supply. In order to replace the world's 1.2 billion gas powered vehicles with electric vehicles, global lithium production would need to increase by 8,840 percent from current levels, exceeding the world's currently known reserves by 280 percent. This reality of mineral extraction means we need to supplement a large portion of personal vehicles with public and active transportation.

67. Sadly, the pandemic-related shutdowns have severely debilitated our country's public and inter-city transportation systems. More than ever, we are in desperate need of large-scale investments to re-build and expand accessible, affordable, reliable, fast and efficient public transit, inter-city transportation and high-speed rail. New residential and commercial development must be transit-oriented, guaranteeing livable, connected and vibrant communities. High-speed rail will be vital to giving workers

affordable and efficient transportation options between many major Canadian cities. Investing in affordable, accessible and democratic public transit will not only reduce GHG emissions, but will also be crucial to reducing inequalities and ensuring everyone has equal access to economic opportunities and cultural, political and community life.

68. In order for this massive industrial transformation to be done in the timeframe needed and in a way that guarantees quality and cost effectiveness, much of the transition should be publicly financed, owned and operated. The government must invest directly in the electrification of our transport, manufacturing and resource sectors, all of which could be brought under public control and ownership.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on provincial, territorial and federal governments to work with unions to:

- develop a national strategy for renewable and public transportation that commits to creating a fully renewable transportation sector by 2030, including personal, commercial and government fleets;
- invest in nationwide electric vehicle charging infrastructure;
- invest in building affordable, reliable, fast and efficient public transportation and high-speed rail; and
- develop regulations that require new residential and commercial development to be transit-oriented.

Retrofitting and Constructing Homes, Buildings and Infrastructure

69. As the landmark 2017 report Jobs for Tomorrow—Canada's Building Trades and Net-Zero Emissions makes clear, there are significant opportunities for good job creation in improving energy conservation in Canada's housing and building stock. Currently 17 percent of Canada's GHG emissions come from buildings. Retrofitting homes and buildings would not only lead to massive reductions in energy use but it would also reduce electricity costs and improve air and water quality.

70. Not only would retrofitting buildings and adopting smart building technologies lead to energy efficiency, conservation and reduce poverty

by lowering electricity bills but it would also create apprenticeship opportunities and jobs. Canada's unions welcome the federal government's new home energy retrofit initiative but more still needs to be done. Canada's energy efficiency sector accounted for more than 436 000 direct jobs in 2018 and investing in this sector will be an especially effective strategy to spur job growth during our economic recovery from the pandemic. It will be particularly important in regions with high unemployment and in isolated and rural communities.

71. Constructing affordable housing units that are modern and energy efficient must be part of this plan. For the construction of new residential and commercial developments, regulations must be developed and implemented to ensure they meet a designated level of energy efficiency and are sustainable and resilient to the expected increase of extreme weather events.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on provincial, territorial and federal governments to work with unions to:

- invest in retrofitting homes and buildings to improve energy efficiency and resiliency;
- develop, implement and enforce regulations to ensure new residential and commercial developments meet a designated level of energy efficiency and climate resiliency; and
- provide incentives to homeowners to encourage the use of green technologies when retrofitting their home and/or purchasing a new home.

A Public Sector for a Green Future

72. If there's one overarching lesson from the COVID-19 pandemic, it is the importance of our public sector. From health, to education, to research, to the administration of social and economic supports, it is unimaginable to think of what the pandemic's response would have looked like without strong public systems and dedicated public sector workers. Similarly, Canada's public sector will be central to the Climate Action Agenda. From planning and coordinating the national strategy; to research and development; to building and retrofitting resilient and energy efficient

public infrastructure; to remediation, restoration, adaptation and resiliency; to providing public services and emergency response—the public sector will be crucial to every aspect of a green future.

Public Planning and Coordination

73. The pandemic has demonstrated the importance of proactive planning and coordination. Similar to public health crises, if we wait until the most extreme impacts of the climate crisis are on our doorstep, it will be too late. All levels of government must work together, in collaboration with the labour movement, to develop an all-inclusive national strategy to shift to a green economy.

74. The Delivering Community Power campaign developed by the Canadian Union of Postal Workers is a perfect example of a holistic strategy that puts workers, communities and public services at the heart of climate action. With great ambition to expand and diversify worker and sectoral capacity, the plan would create thousands of stable, well-paid jobs. In reimagining the postal system, the strategy would support the transition to renewable and carbon-free transportation by shifting to an electric postal fleet and building public electric-vehicle charging stations across the country. It would expand and make public essential services, like banking, to those who are underserved in rural and remote communities. It would support our elderly and those with mobility issues by diversifying delivery services to include food and other essentials. Such a plan demonstrates what is possible when we move past simple resistance and preservation and instead envision worker- and community-driven green growth and expansion.

75. Drawing from this model, all levels of government must play a crucial role in developing a national strategy that achieves 100 percent sustainable energy for electricity and transportation by 2030 and fully decarbonizes the economy by 2050. The roadmap must move beyond simply restricting

118

GHG emissions and instead centre around a planned transformation to carbon-free production, consumption, transportation and economic activity. The strategy must innovate, transform, expand, build and create new opportunities that are worker-driven and democratically owned and operated.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on the federal government to work with provincial, territorial and municipal governments, First Nations and the labour movement to develop a national strategy that centres the public sector in the broader plan for a green future.

Public Research and Development

76. For the Climate Action Agenda to be successful and just, Canada must become a leader in research and innovation related to tackling the climate crisis and building a green future. The pandemic starkly exposed that decades of underfunding, privatization and deregulation had dismantled our public sector's capacity for research and development and left us without the means to rapidly produce our own vaccine. Similarly, public science and research will be crucial to our green transition and this will require a long-term federal commitment to our scientists and engineers across a range of research areas and sectors.

The CLC calls on the federal government to invest in and expand public research and development in climate adaptation, green technology and innovation.

Building and Retrofitting Public Infrastructure

77. The public sector must play a role in building and retrofitting public infrastructure to be energy efficient, resilient and accessible to all. This should include renewing government-owned infrastructure, including roads, bridges and public buildings like schools and hospitals, as well as investing in new affordable housing. Not only do federal, provincial and territorial governments have a role to play as owners of public infrastructure but they must also act as regulators. Updating and enforcing building retrofit codes will be vital.⁵⁶

78. Infrastructure should also be upgraded and made resilient. Crumbling bridges, roads and other vital infrastructure must be rebuilt in order to withstand extreme weather events like floods, hurricanes and wildfires. Water and wastewater systems, especially those in First Nation communities, should be given priority. Coastal resiliency will be essential

as communities on the West and East coasts will be at risk of sea-level rise, as will communities alongside lakes, rivers and other waterways. Investments should also be made in upgrading health and other social infrastructure, which not only contributes to low-carbon jobs but which will also be vital in the face of increased threats to our health and social stability. Costly public private partnership (P3) agreements should be avoided in the designing, building, financing, ownership, maintenance and operation of infrastructure projects. Instead, governments should use public funding that allows assets to remain publicly owned and operated.

⁵⁶Blacklock's Reporter. (December 9, 2019). Would Mandate Home Retrofits. Blacklock's website; Retrieved January 2020 from: <https://www.blacklocks.ca/would-mandate-home-refits/>

79. Infrastructure investments must also include developing resilient, affordable, publicly owned broadband Internet for all. The pandemic has not only shown us how critical reliable Internet is to ensuring equal opportunity and access to education, training, job prospects and community involvement, especially for equity-seeking groups but it has also demonstrated the important role it can play in reducing transportation emissions. Reliable Internet will also be vital for communication in the wake of climate-related emergencies and disasters.

80. Engaging in responsible procurement policies and practices will have a significant impact and maximize the potential benefit of public investments in infrastructure. Public sector spending represents almost a quarter of the value of all goods and services produced in Canada. With this level of purchasing power, responsible purchasing policies can go a long way in increasing standards for workplace safety, equitable employment, local job creation, training and apprenticeships and the transition to more sustainable communities. Canada should also use and expand government procurement to ensure public infrastructure dollars prioritize the use of lower carbon materials, fuels and processes.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on municipal, provincial, territorial and federal governments to:

- invest in building and retrofitting public infrastructure to be energy efficient, accessible and resilient;
- put in place legislation, regulations or policies mandating responsible and

sustainable procurement practices that require the consideration of environmental and social impacts in public purchasing decisions;

□ invest in developing resilient, affordable and publicly owned broadband Internet for all; and

□ invest in upgrading essential infrastructure like roads, bridges, water and wastewater systems and other vital infrastructure to improve resiliency.

Remediation, Restoration, Adaptation and Resiliency

81. Fires, drought, flooding and hurricanes are already wreaking havoc on many Canadian communities. Looking ahead, we must prepare for future climate impacts caused by sea level rise and more frequent and severe weather events.

82. The government must undertake a full assessment of lands that need to be remediated and restored. This should include identifying sites where companies have failed to live up to their obligations or gone bankrupt and have transferred the responsibility and cost of clean up to the public. Corporations should be required to pay their fair share of costs associated with remediation and restoration.

83. Remediating and restoring sites that have been contaminated by irresponsible industrial activities will take time and require significant investment but it will also spur economic growth. It could also contribute to reviving Canada's tourism sector, which was especially hard hit by pandemic-related measures. It could be a central task of the new Green Youth Corps.

122

84. Environmental and agricultural adaptation and resiliency will also be vital. Canadian farmers have had to deal with some of the most inconsistent weather over the past couple of years.⁵⁷ That led farmers to lose large amounts of crops. Such extreme weather not only hurts Canadian farmers and their employees, who are already suffering from a crisis in the farming industry,⁵⁸ but consumers also feel the fallout as food prices continue to rise.⁵⁹

The CLC will work with affiliates, federations of labour, district labour councils

and other allies to call on provincial, territorial and federal governments to:

- undertake a comprehensive assessment of lands that must be remediated and restored and require corporations to pay their fair share of the cleanup costs;
- ensure damages are paid to victims of environmental racism;
- engage the Green Youth Corps as the central organization that undertakes land rehabilitation, guaranteeing unionized jobs with training opportunities, decent pay and fair working conditions; and
- commit to a comprehensive assessment and restructuring of agricultural policies and markets to support Canadian farmers, their workers, including migrant workers and communities.

⁵⁷ Nicole Mortillaro (December 20, 2019) From floods to fires to weird Arctic weather, Environment Canada releases top 10 weather stories of 2019. Retrieved from the CBC website: <https://www.cbc.ca/news/technology/top-ten-weather-2019-1.5401490>

⁵⁸ National Farmers Union (November 2019) Tackling the Farm Crisis and the Climate Crisis: A Transformative Strategy for Canadian Farms and Food Systems. Retrieved January 2020 from the NFU website: <https://www.nfu.ca/publications/tackling-the-farm-crisis-and-the-climate-crisis/>

⁵⁹ Global News (January 2, 2020) Here's what's going to cost more in 2020. Retrieved January 2020 from the Bay Today website: <https://www.baytoday.ca/around-ontario/canada-hereswhats-going-to-cost-more-in-2020-1991867>

Public Services and Emergency Response

85. The public sector and the services it provides are a defining feature of Canadian society. Not only are public services vital to individuals and communities but they also stimulate economic growth, create good jobs and play a critical role in fighting inequality. As climate and weather catastrophes worsen, publicly provided emergency response and health and social services will be crucial.

86. The expansion of Canada's public sector to meet these needs will protect and create thousands of good, unionized jobs across the country. Ensuring these jobs remain public and are not outsourced to the private sector will be essential to ensuring fair opportunities for equity-seeking groups while expanding Canada's union density.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call on provincial, territorial and federal governments to:

- ensure the accessible delivery of quality public services to all people, especially the most vulnerable;
- ensure the fast and effective mobilization of emergency response; and
- protect and expand public sector jobs that are unionized and that provide decent pay, benefits and equality for marginalized workers and communities.

Public Financing and Investment

87. The wholesale transformation of our energy and transportation systems, with support for frontline and vulnerable communities, is going to require significant investments in research, manufacturing and retrofitting. In order
¹²⁴ for this to be done in a way that is most cost effective, while maintaining democratic control over this vital infrastructure, it must be publicly financed.

88. The federal government should create a Public Green Infrastructure Bank (PGIB) that is mission-driven with a strong mandate to support the public financing of infrastructure builds and retrofits, including corresponding commitments to decent work and the establishment of CBAs. Differing from the failed promises related to the Canada Infrastructure Bank, the PGIB should not be mandated to leverage private sector dollars with a promised return on investment. Instead, the PGIB should provide low-cost public financing for green infrastructure. Such a move would not be unprecedented, since globally there are many examples of public infrastructure banks. For example, in France, public banks are key and leading investors in green infrastructure. Once the bank reaches financial stability, profits should be re-invested into the Climate Action Agenda. Again, this is not unprecedented; Canada's export bank, Export Development Canada (EDC), has attained financial independence and pays back into the government coffers annually.

89. Revenue sources should include raising the corporate tax rate, implementing a wealth tax on the ultra-rich, closing tax loopholes and cracking down on offshore accounts. Governments should also increase revenues by gradually increasing the minimum price on carbon and by ending subsidies to fossil fuel industries. Canada's royalty structure for

extractive industries should be modified to increase public revenue.

90. Full employment and economic mobilization will lead to a significant increase in income tax from the newly created jobs. Reducing air pollution and other conditions that cause health problems will reduce health care costs. These savings can be redistributed and re-invested into the Climate Action Agenda and into improving health care and other public services for Canadians.

91. Crucially, while the transition to a green economy will require significant upfront investments, assessments conducted by international bodies demonstrate that the price of inaction will be far greater.

The CLC will work with affiliates, federations of labour, district labour councils and other allies to call for the transition to a green economy to be democratically owned and publicly financed.

To finance the transition, governments should:

- increase public revenue by nationalizing key green manufacturing facilities and bringing privatized energy providers and infrastructure back in-house;
- create a PGIB that provides low-cost financing for projects related to decarbonizing transportation, retrofitting buildings and developing renewable energy projects;
- support worker-owned green manufacturing co-ops in key sectors;
- raise the corporate tax rate, implement a wealth tax, close tax loopholes and crack down on offshore accounts; and
- increase the carbon tax, end subsidies to the fossil fuel industry and modify the royalty structure for the extractive industry.

Concluding Observations

92. Canada is at a crossroad. There is international consensus that we must transition away from fossil fuels in order to safeguard a habitable planet for ourselves and for future generations. As global leaders begin to implement plans to make this transition, Canada remains one of the world's largest per capita emitters of GHG emissions. Although we have historically relied on energy-intensive industries, this is not an excuse to fail

to act. Quite the opposite. Our deep and extensive expertise and understanding of resource and energy sectors places us in a perfect position to mobilize our skilled workers, across all industries and sectors, and become global leaders in renewable energy, green transportation and clean and sustainable economic growth.

93. Canadian unions and working people have faced struggles of significant scale in the past. We have overcome them not by preserving the old but by innovating, growing and transforming to meet the challenge. As we recover from the pandemic and enter this next decade, let us seize this opportunity to finally achieve full employment, industrial diversification and regional economic development. The pandemic has pulled back the curtain on the damage done by decades of structural, political, cultural and economic inequality. Let us not go back to the old normal but create a better and new normal. Let us seize this opportunity to implement a just transition for workers and their communities and finally reverse the historic injustices that have marginalized women, young workers, Black and racialized workers, Indigenous people and other equity-seeking groups. Let us be leaders in a future of sustainable growth, shared prosperity and decent, equitable jobs for all.