



To: All Unifor Members, Local union Presidents & Recording Secretaries, NEB, National Staff

On Thursday, June 20, 2024, the Parliament of Canada passed federal anti-scab legislation under Bill C-58, which will restrict federally-regulated employers, including transportation, banks, and telecom companies, from using replacement workers during strikes or lock-outs. Those who violate the new law, which comes into full effect on June 20, 2025, will face fines of up to \$100,000 a day.

This once-in-a-generation update to federal labour law didn't happen by chance. Our union – our members and activists - made winning federal anti-scab legislation a reality.

For many years, our union has campaigned in favour of anti-scab legislation in all jurisdictions. The [national campaign](#) was endorsed by delegates at regional Councils and the 2022 Constitutional Convention, and our members did what we do best – mobilized into action. We met with MPs, senators, and federal government staff, telling our stories about the

impacts of scabs on the picket line. Through email blasts, petitions, video testimonials, one-on-one discussions, op-eds, social media engagement, and countless face-to-face meetings, we made the case that it was time for anti-scab legislation at the federal level.

We know that when our members speak from their hearts about their real experiences in the workplace, and about the sacrifices they and their families make to win fair contracts, elected officials *listen*.

This historic victory happened thanks to the efforts of every one of our 320,000 members across Canada.

Even when we win, the fight continues. From the very beginning, our plan was to win federal legislation, then take the fight to the provinces, because we know the vast majority of workers in Canada are governed by provincial labour legislation.

Even in British Columbia and Quebec, where they already have anti-scab legislation, the laws need to be tightened and loopholes eliminated. There is much more work to be done!

So stay tuned, and look out for more ways to get involved as we kick off the next phase of our campaign to win anti-scab legislation in every jurisdiction in Canada!

In the meantime, it's important to take the time to celebrate the momentous victory that we won. On behalf of Unifor's leadership team, I want to thank each and every member of our union for your role in this victory – this is an unprecedented step forward for workers in Canada.

Please take the time to enjoy the summer with your family, friends and loved ones. Rest, recuperate, recharge your batteries, and let's get ready to win anti-scab legislation for everyone!

In solidarity,

Lana Payne
National President