

# Labour's Domestic Violence Initiative:

A Discussion of Promising Practices



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## What We Are Doing

- Advocating for better legislation for domestic violence protections and entitlements, especially flexible working arrangements and paid domestic violence leave;
- Collective bargaining for leave and supports;
- Developing union-led peer support programs, and training stewards, representatives, leaders and negotiators; and
- Member education and public awareness.



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## Collective Bargaining

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**Principles for Bargaining**

- 1. Provide dedicated paid leave for employees experiencing family or domestic violence;
- 2. Disclose information only on a "need to know" basis to protect confidentiality while ensuring workplace safety;
- 3. Implement workplace safety strategies, including risk assessments, safety plans, training, and a timely and effective process for resolving concerns;
- 4. Provide counselling and referral to appropriate support services;




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**Principles for Bargaining**

- 5. Provide appropriate training and paid time off work for designated support roles (including union health and safety representatives);
- 6. Provide employees experiencing domestic violence with flexible work arrangements, an advance of pay, and other accommodations; and
- 7. Protect employees from adverse action or discrimination on the basis of their disclosure, experience, or perceived experience of domestic violence.




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**Peer Support and Representation**

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**Women's Advocate**

*"A Women's Advocate is a specially trained workplace representative who assists women with concerns such as workplace harassment, intimate violence and abuse. The Women's Advocate is not a counsellor but rather provides support for women seeking workplace and community resources. The Women's Advocate Program is an excellent example of a successful joint union/management workplace initiative that helps to create healthy, respectful and safe workplaces."*

- Unifor



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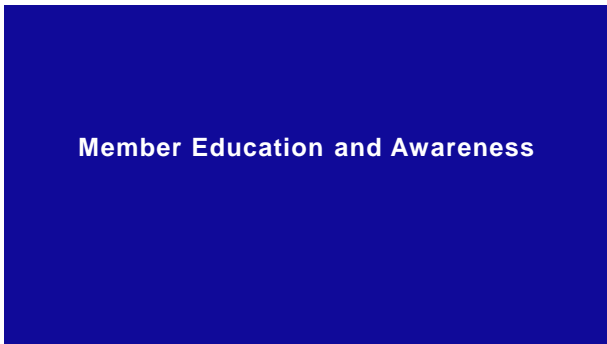
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**Member Education and Awareness**

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**Member Education and Awareness**

- Online Resource Centre: [domesticviolenceatwork.ca](http://domesticviolenceatwork.ca)
- One-hour presentation for union members
- Training module for union representatives
- Domestic Violence at Work Facilitator Training
- Resources for leaders and negotiators
- Workplace awareness materials



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<http://documents.clc-ctc.ca/whr/DVatWork/CLC-TEASER-FINAL-H264-2017-06-06.mp4>



Thank you!



**CANADIAN LABOUR CONGRESS**  
**CONGRÈS DU TRAVAIL DU CANADA**



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