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Tips for Negotiating Gender Inclusive Language into Collective Bargaining Agreements (CBA)

An inclusive harassment provision may include the following language: *Harassment includes any vexatious comment or conduct against a worker that ought to be reasonably known to be unwelcome. Any offensive verbal, physical or visual behaviour directed towards a person and based on the grounds of gender, colour, race, religion, national origin, age, disability, sexual orientation, gender identity or expression, or protected genetic information can be deemed as harassment. Any conduct that disrespects a worker's dignity and results in humiliation or intimidation of a worker is considered harassment.*

NON-DISCRIMINATION PROTECTIONS

- Add terms such as sexual orientation; gender identity and expression
- Delete term: sexual preference

DEFINITIONS

- Include Spouse, Domestic Partner, Family & Child
- Note: Domestic partner includes a person and an employee who are or are not of the same gender; are not related by blood; live in the same primary residence and; have declared to the Employer that they are each other's sole domestic partner and responsible for each other's welfare.

HEALTH INSURANCE

- Include language for Domestic Partner Benefits / Proof of Relationship Requirements
- Negotiate adoption, in vitro and / or fertility coverage
- Negotiate for Transgender-inclusive health insurance (with no exclusions)

LEAVE

- Add gender inclusive language to bereavement and compassionate leave
- Expand sick leave, adoption and parental/maternity provisions
- Add language to accommodate a Transition leave (as related to gender affirmation procedures)

PENSION BENEFITS

- Allow anyone to be listed as a beneficiary (eg. Domestic partners)

WORKPLACE SAFETY

- Amend name badges and documentation to include a person's preferred name
- Negotiate gender neutral restrooms
- Add language to support a workplace Gay Straight Alliance

