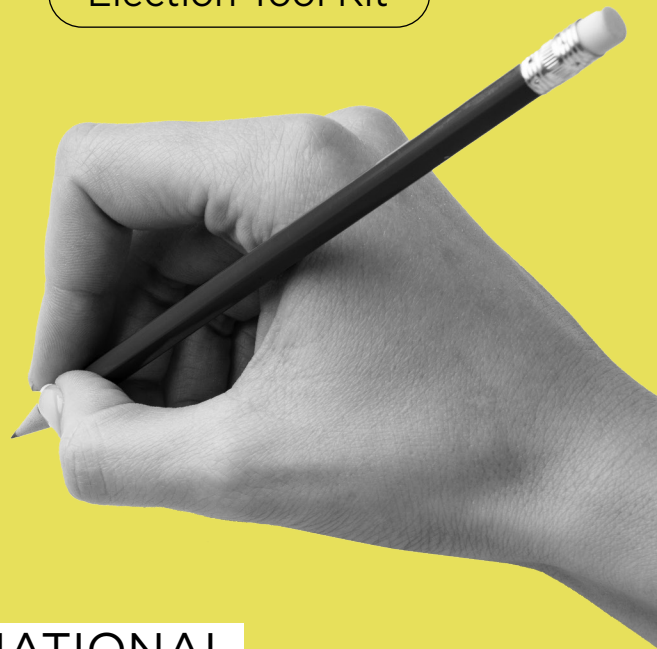


2025

Election Tool Kit

Federal Election



INTERNATIONAL
SOLIDARITY

LGBTQ+ RIGHTS






HEALTH

WOMEN'S
RIGHTS

ECONOMY

WORKERS'
RIGHTS

CLIMATE
JUSTICE

..... CARNEY, Mark Liberal Party of Canada	
..... POILIEVRE, Pierre Conservative Party of Canada	
..... BLANCHET, Yves-François Bloc Québécois	
..... SINGH, Jagmeet New Democratic Party	
..... MAY, Elizabeth Green Party of Canada	



Content note:

The FIQ's analysis and summary of each party's promises in this tool kit are based on various sources consulted as of April 3, 2025. These include responses from certain parties (Bloc Québécois, Green Party), the official websites of political parties and the House of Commons of Canada, media announcements from the parties, and Radio-Canada's platform comparison tool. As of April 3, 2025, only the Bloc Québécois had released its election platform. To maintain neutrality, the parties are presented according to the number of seats in the House of Commons.

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Message from the President

JULIE
BOUCHARD



Dear members,

I'm pleased to present our most recent Federal Election Tool Kit. It provides a clear and concise comparison of each party's political positions ahead of the vote on April 28.

Voting is a valuable right. It's our collective power to choose the direction of our society. It should never be taken for granted. We're seeing the rise of authoritarianism around the globe, disrupting the world order and threatening decades of relative peace.

It's clear to everyone that the world is in turmoil. Not only is the Trump administration challenging our Canadian identity and political, financial, and geographic sovereignty, but it is undermining fundamental human rights, particularly reproductive health and equality for members of the LGBTQ+ community. Meanwhile, in Quebec, the provincial government is seeking to limit the right to strike and weaken unions. We're witnessing troubling setbacks in many areas of society.

Let's not forget that barely a century ago, women in Quebec didn't even have the right to vote. This right was won through the struggles of generations before us. We can't afford to give up even a centimetre of these rights that were so hard won.

As healthcare workers, we're at the heart of society. We care, we support, and we uphold the values of justice, solidarity, and equality. History has shown us that progress is achieved through mobilization and unity.

Voting is a powerful tool for action. Your choice of political party has a real impact. Will we continue the fight for social equality, or will our rights get rolled back? Fortunately, in Canada, several parties are committed to defending human rights and supporting the most vulnerable members of society.

True to its tradition of political neutrality, the FIQ will once again not tell you how to vote. That decision is entirely yours. With this tool kit, our goal is to give you the facts about where the parties stand on issues that directly affect our daily lives, work, and rights.

We are many. We are strong. Let's make our voices heard.

Get out and vote!

Julie Bouchard

Social determinants of health



As healthcare professionals, and as women and citizens, health is a major focus in our lives. For years, we have recognized the value of a publicly funded healthcare system and have raised concerns about its chronic underfunding and neglect. On the front lines, we see how social inequality directly impacts the health of our patients.

There are many challenges facing health and social services. The pandemic exposed the fragility of our system—already stretched thin, our network struggled under pressure. Since then, calls for a significant increase in federal health transfers have grown louder, as provinces struggle to meet rising costs and maintain adequate services for their populations. Despite recent agreements, there is widespread consensus that current funding levels remain inadequate. The issues affecting the health and social services system disproportionately impact women, whether as patients, caregivers, support persons, or workers.

Beyond funding, health encompasses a broad range of issues, including the 12 social determinants of health, such as income and social status, employment and working conditions, physical environment, access to healthcare services, and education. Pharmacare remains a top priority for the FIQ, which has long advocated for a universal program. No one in Canada should have to choose between paying for their medication and buying groceries.

The health of First Nations, Métis, and Inuit populations is also a major concern for the FIQ. The FIQ supports Joyce's Principle, which aims to guarantee the right to access equitable health and social services without discrimination to all Indigenous peoples, as well as the right to enjoy the best possible physical, mental, emotional and spiritual health possible.



Questions to ask your local candidates:

- Q. If your party forms the next government, what measures will you take to protect and strengthen the public healthcare system?
- Q. Does your party plan to expand the national pharmacare program?
- Q. What steps will your party take to improve access to healthcare for First Nations, Métis, and Inuit communities?



- › Provide provinces with an additional \$900 million annually in health transfers as part of a 10-year agreement reached in March 2024.
- › Improve the ability of health professionals to work across provinces by recognizing credentials between provinces.
- › Double home construction to 500,000 units per year by promoting prefabricated and modular housing and removing GST for first-time buyers (homes under \$1 million).
- › Maintain the *Pharmacare Act* (passed by the Liberals in 2024), allowing provinces to negotiate coverage for contraception and diabetes treatment. The party has not made a commitment to future expansion.
- › No specific promises for the health of First Nations, Métis, or Inuit communities.



- › Support a two-tier public and private healthcare system.
- › Close supervised consumption sites and focus on addiction treatment.
- › Prohibit medical assistance in dying for people with mental illness.
- › Eliminate GST on new housing priced up to \$1.3 million, funded by cutting programs like the National Housing Strategy (with a goal of 36,000 additional units per year).
- › Make cuts to Pharmacare.
- › Regulate federal spending on Indigenous communities with a focus on transparency, respect for Canada's constitutional framework, self-government, and cost control. Support gender equality on reserves and reform the *Indian Act*.



- › Expand public healthcare to guarantee universal coverage.
- › Increase the Canada Health Transfer (CHT) to fund the public system.
- › Protect the Canada Health Act by fighting privatization and user fees.
- › Work with provinces and territories to reduce wait times and improve access to basic care.
- › Create a public agency for domestic vaccine production to ensure Canada's self-sufficiency.
- › Roll out a national social and affordable housing strategy targeting people at risk of homelessness.



- › Demand an unconditional increase to the CHT.
- › Aim for a 35% increase in the CHT.
- › Seek unconditional compensation to enhance Quebec's Public Prescription Drug Insurance Plan instead of supporting the federal *Pharmacare Act*.
- › Call for unconditional transfers to Quebec for all federal housing investments.
- › Support the application of the Joyce Principle.



- › Advocate for national standards for long-term care.
- › Increase the CHT to ensure fair access to care across the country.
- › Require that publicly funded housing projects remain permanently affordable.
- › Fully endorse Joyce's Principle as a framework for equitable, culturally safe healthcare and social services for First Nations, Métis, and Inuit communities.
- › Implement all Calls to Action from the Truth and Reconciliation Commission (TRC).
- › Implement all Calls for Justice in the National Inquiry into Missing and Murdered Indigenous Women and Girls (NI-MMIWG).

Rights of women and marginalized groups

As right-wing movements gain ground in many countries, the FIQ is concerned about the erosion of rights for women and historically marginalized groups. It is crucial to highlight each party's positions on these issues and their commitments to reducing inequality. Marginalized communities are disproportionately affected by political messages and decisions that challenge their rights and full participation in public life.

Just look to the United States. Since the overturning of *Roe v. Wade* on June 24, 2022, fourteen U.S. states have enacted complete abortion bans, some of which include cases of rape or incest. In Canada and Quebec, anti-abortion groups influenced by this growing movement are organizing and gaining visibility. The FIQ believes abortion access must be recognized as a fundamental right across the country. The right to abortion ensures women's bodily autonomy and ability to make their own reproductive health decisions. Abortion is a healthcare service that should be accessible throughout Canada.

As part of its "I Vote Pro-Choice" campaign, the Fédération du Québec pour le planning des naissances (FQPN) has denounced ongoing efforts to restrict this right. Since abortion was decriminalized in 1988, no fewer than 50 bills or motions aimed at limiting it have been introduced in Parliament. The most recent, Bill C-311, was tabled in 2023 and received support from 100% of Conservative MPs.¹ Introduced by a Conservative MP, the bill proposed that judges treat physical or emotional harm to a pregnant woman as an "aggravating factor" in sentencing. The Abortion Rights Coalition of Canada has expressed concern that the bill could be a veiled attempt to grant legal rights to the fetus.²

One way to better protect the rights of women and marginalized communities is to ensure they are represented in the halls of power. Women's political leadership remains a key issue in promoting gender equality. Despite progress driven by feminist movements, women continue to face barriers to full participation in decision-making spaces, both within political parties and in government. For a party to be considered at or close to parity, the proportion of women candidates should fall between 40% and 60%. Better representation of women and marginalized groups is essential to ensure their perspectives are considered in policy decisions.

ABORTION



WOMEN



Questions to ask your local candidates:

- Q. What is your commitment to ensuring access to reproductive health services, including abortion and contraception, across the country, including in remote regions?
- Q. What actions will you take to address systemic inequalities affecting women, particularly racialized and Indigenous women?
- Q. What are your commitments to ensuring equitable representation of women in all political decision-making spaces?



- › Support the right to abortion and the protection of reproductive rights.
- › Maintain the *Pharmacare Act*, allowing free access to contraception, pending agreements with the provinces.
- › Implement a merit-based appointment process to promote gender equality and better representation of Indigenous people and minority groups in leadership positions.³
- › As of March 31, 2025, 37% of its candidates are women.⁴
- › Party leader Mark Carney eliminated the position of Minister for Women and Gender Equality and Youth in March 2025.



- › Fight against movements aiming to restrict access to abortion and expand accessibility.
- › Promote gender parity and equality, including in politics.
- › As of March 31, 2025, 51% of its candidates are women.⁹
- › Prioritize pay equity to reduce gender-based wage gaps.
- › End conversion therapies and guarantee equitable access to gender-affirming care covered by public health plans.
- › Establish a permanent pathway for LGBTQ+ refugees.
- › Fight systemic racism, including within the healthcare system, and abolish routine police checks.



- › Will not reopen the abortion debate but will allow MPs to vote freely on the issue.⁵
- › As of March 31, 2025, 23% of its candidates are women.⁶
- › Recognizes two genders: male and female.⁷
- › The Conservative leader has voted against same-sex marriage seven times. In 2020, he told *La Presse* that he now supports it.⁸



- › Protect women's rights, particularly access to reproductive healthcare, including abortion.
- › Encourage female leadership in politics to promote gender equality.
- › As of March 31, 2025, 41% of its candidates are women.¹⁰
- › Fight hate speech and discrimination against marginalized groups.
- › Oppose conversion therapies and support gender equality.



- › Defend the right to abortion and guarantee quick, free, and universal access, including for minors and migrants.
- › Support provinces in providing family planning services, including contraception and sex education.
- › Reduce economic barriers to reproductive freedom by offering better support for parents.
- › As of March 31, 2025, 39% of its candidates are women.¹¹
- › Protect the rights of women, racialized people, immigrants, and LGBTQ+ communities.
- › Strengthen laws against hate speech, fund anti-discrimination programs, and guarantee access to gender-affirming care.

Workers' rights



Labour rights have been weakened by decades of neoliberal policies (market globalization, outsourcing, subcontracting, the closure of businesses seeking to unionize, etc.).

In addition, Trump's policies have been resonating with some Canadians. With growing concerns about the economy, many workers are unsure about their job stability and the level of support they can expect from the next government.

Some parties seek to restrict labour rights and the right to associate, which are protected by the Canadian Charter of Rights and Freedoms, while others pledge to return power to workers.

The labour movement remains one of the last lines of defence against oppression. Workers' rights must be actively defended across the country.



Questions to ask your local candidates:

- Q. If your party formed the next government, what would you do to protect workers?
- Q. What concrete measures would your party implement to increase workers' purchasing power?
- Q. How would your party protect workers beyond the trade war with the United States?



- › Eliminate the one-week waiting period for accessing Employment Insurance in the case of job loss due to U.S. tariffs.
- › No additional promises related to workers' rights have been announced.



- › Reinstate apprenticeship subsidies and fund training centres to train 350,000 workers to respond to U.S. economic attacks.
- › Review the Rand Formula,¹² as well as union membership requirements and union dues as a condition of employment.



- › Eliminate barriers to accessing Employment Insurance.
- › Extend the duration of benefits to 50 weeks (current duration ranges from 14 to 45 weeks).
- › Increase infrastructure investments to keep people employed.
- › Invest in public services.
- › Implement measures to protect the population from excessive price hikes.
- › Defend the Rand Formula to allow unions to effectively represent workers.



- › Implement a hybrid criterion based on the number of hours or weeks worked, including part-time or occasional workers (such as seasonal workers), to allow them to access Employment Insurance.
- › Increase the weekly unemployment benefit rate from 55% to 60%.
- › Abolish the waiting period for Employment Insurance and increase the maximum number of weeks for benefits in the event of illness, injury, or quarantine from 26 to 50.
- › Extend the reference period used to calculate the benefit rate for individuals on parental leave.
- › Defend the Rand Formula and workers' rights.



- › Advocate for fair wages, protections for precarious workers, strengthened succession rights, and an increase in paid leave.
- › Oppose unfair contract changes and precarious programs for temporary foreign workers.
- › Strengthen labour laws to ensure fair treatment for all workers.
- › Support the Rand Formula, which guarantees strong unions and fair collective bargaining.

Economy

The economy and the redistribution of wealth are foundational pillars of our society. A social safety net is essential for millions of people to ensure equal opportunity. Over the years, each party and leader in power has taken different positions on taxation and fiscal policy. Some parties prioritize direct support for the population, while others focus on returning to a balanced budget, often by cutting funding for healthcare, education, and support for the most vulnerable groups.

In addition, depending on the economic and political climate and the government in place, these measures may be applied to varying degrees or reversed by another party.

A thorough economic analysis must consider multiple factors: wealth redistribution, trade policy, business support, tax measures (income tax, sales tax), and foreign policy that may encourage either international trade or isolationism. In Canada, billions of dollars escape collective redistribution each year, largely due to weak legislation around tax havens. These losses increase the tax burden on the middle class and deprive society of crucial funding for healthcare, education, and public infrastructure.

One of the most significant wealth redistribution measures introduced by Justin Trudeau's Liberal government is the Canada Child Benefit. This program helps millions of families meet basic needs and cope with the rising cost of living. It also plays a key role in keeping women in the workforce and promoting their financial independence.

Meanwhile, the threat of tariffs from the United States is already affecting Quebec and Canadian industries. In the long term, this trade war could directly impact Quebec's workers. The situation calls for swift and effective action. Different levels of government have proposed various measures to protect Canadian businesses and jobs, including direct support to affected industries or retaliatory tariffs. However, parties differ in their approaches.

TAXES



TARIFFS



Questions to ask your local candidates:

- Q. What measures does your party propose to address tax evasion and avoidance?
- Q. If elected, would your party maintain the Canada Child Benefit? Would you enhance it?
- Q. How would your party support businesses affected by the imposition of 25% tariffs on Canadian exports to the U.S.?



- › Shortly before the election was called, the Liberals cancelled the planned increase to the capital gains inclusion rate.
- › Lower the tax rate on the first income bracket (up to \$50,197) from 15% to 14%.
- › Raise the lifetime capital gains exemption, especially for small businesses, to \$1.25 million (from \$1,016,836).
- › Support fair wealth redistribution.
- › Liberal leader Mark Carney has used tax havens on behalf of clients in his previous roles. He has defended this practice as legal and in the interest of Canadian retirees, not for personal gain.¹³



- › Implement an affordable child care program nationwide, similar to the Liberals.
- › Raise the basic personal amount to \$19,500, while eliminating benefits for individuals earning over \$235,632. This would cost \$10.4 billion and be funded by cracking down on tax evasion.
- › Eliminate the capital gains tax cut.
- › Invest heavily to create jobs and build a resilient economy.
- › Increase Employment Insurance benefits.
- › Promote the creation of an east-west electricity corridor.
- › Reinvest revenue from U.S. tariffs into key sectors like steel and automotive.



- › Aim to return to a balanced budget.
- › Reduce the income tax rate from 15% to 12.75%.
- › Has not taken a public position on tax havens or tax avoidance to date.
- › Voted against many social programs, including the Canada Child Benefit, the Canadian Dental Care Plan and pharmacare.
- › During the current electoral campaign, Poilievre pledged to protect existing programs, particularly subsidized child care agreements with the provinces. The Conservative leader remains vague about the future of certain programs that uphold the social safety net.
- › The party leader continues to emphasize his desire to return to a balanced budget.
- › In response to the U.S. tariff conflict, 25% retaliatory tariffs would be imposed on American goods.



- › Eliminate GST on all second-hand goods.
- › Push for a single tax return for Quebec.
- › Impose a minimum tax on multinationals.
- › Support the *Global Minimum Tax Act* (15%) and oppose any attempts to repeal it.
- › Establish a registry of beneficial owners of trusts used to conceal assets.
- › Demand that the Canada Revenue Agency use all provisions of the Criminal Code to prosecute illegal tax planning firms and advisors.
- › Require that income held in tax havens be taxed upon repatriation to Canada.



- › Eliminate federal income tax for individuals earning under \$40,000.
- › Close tax loopholes that allow the wealthiest to avoid paying their fair share.
- › Maintain and enhance the Canada Child Benefit by introducing a new Supplement to End Poverty, providing up to \$8,500 per child per year for low-income families.
- › Impose a windfall profits tax on hydrocarbon sales, projected to generate \$4.2 billion.
- › Eliminate tax havens used by multinational corporations.
- › Impose a surtax on profits earned by major commercial banks.
- › Advocate for the establishment of a global minimum tax.

Climate justice and a just transition



In 2016, Canada signed the Paris Agreement, a global effort to fight climate change. The agreement's goal is to keep global temperature rise below 2°C compared to pre-industrial levels and ideally limit it to 1.5°C. While Canada still needs to ramp up its efforts to meet its targets, the United States recently withdrew from the agreement under President Donald Trump. As a result, Canada has the opportunity to take on a greater role and become a North American leader in climate action.

Climate action is one of the priorities adopted at the FIQ's 2021 Convention. The Federation supports proposals from political parties that aim to reduce the impact of climate change, which is a direct threat to the safety of everyone—healthcare professionals, workers, vulnerable populations, and children. And because climate change disproportionately affects women, environmental action is also a feminist issue.

That said, transitioning to clean energy comes with challenges. Workers risk losing their jobs overnight if companies have to shut down due to the shift away from high-emission activities. That's why a just, inclusive, and comprehensive transition plan is essential. As we move away from polluting industries, we must also invest in sustainable alternatives to ensure that no one is left behind in this green transition.

A few years ago, Canada introduced a carbon tax to encourage individuals and businesses to switch to cleaner options like electric vehicles, public transit, or hydroelectric heating instead of gas. In the eight provinces affected by the tax, residents received compensation payments a few times a year. In 2019, the Liberal government also aimed to support businesses in developing cleaner solutions. However, the tax was controversial from the start, and new Liberal leader Mark Carney recently scrapped the portion directed at consumers. Few alternatives have been proposed. Over the past 30 years, Canada has consistently failed to reach its greenhouse gas (GHG) reduction targets, while extreme weather events are becoming more frequent and severe. We looked into each political party's proposal for addressing these challenges, and here's what we found.



Questions to ask your local candidates:

- Q.** What temperature increase target does your environmental platform aim for, and by when? What are the main policies your party would implement to achieve this goal?
- Q.** What's your plan to reduce Canada's dependence on oil and gas while ensuring income security for workers affected by the shift away from polluting industries?
- Q.** What are your proposed solutions to reduce global GHG emissions?



- › Recently eliminated the consumer portion of the federal carbon tax (Quebec was not part of the program).
- › Replace the tax with green purchase incentives funded by fees collected from polluting industries.
- › Introduce a tax on ultra-polluting imports, a carbon credit system, and incentives for greener consumer choices.
- › As of April 3, 2025, has not mentioned a just transition in official communications.



- › Eliminate the carbon tax entirely, including the portion still applied to industry under Liberal leadership.
- › Revive liquefied natural gas (LNG) projects like GNL Québec and build a cross-Canada oil pipeline.
- › Expand eligibility for Clean Technology (CT) Investment Tax Credits (ITCs).
- › Has not addressed a just transition in public statements to date.



- › End the carbon tax for consumers but keep it for businesses.
- › Introduce a tax on highly polluting imported goods.
- › Commit to cutting GHG emissions to 50% of 2005 levels and capping global warming at 1.5°C.
- › Support a just transition and plan to strengthen the *Canadian Environmental Protection Act*.



- › Oppose all oil and gas projects in Quebec.
- › Support the Paris Agreement goals of limiting warming to 2°C, with efforts to stay at 1.5°C.
- › Support a just transition by redirecting energy policy and ending subsidies for fossil fuels.
- › Aim to gradually reduce GHG emissions.



- › End all public funding to polluting companies, including the oil and gas sector, and redirect funds to clean energy.
- › Require companies to submit climate action plans and comply with strict science-based pollution limits.
- › Aim for 100% renewable energy by 2030.
- › Does not specify GHG emission reduction targets in its plan.
- › Would provide Guaranteed Livable Income (GLI) to workers affected by the green transition to ensure no one is left behind.

International solidarity and migrant justice

Solidarity with society's most vulnerable groups is one of the FIQ's core values, so we expect the government in power to share this commitment. The FIQ will always advocate for decision-makers to support those who are most in need.

Many temporary workers come to Canada in search of better wages to support their families. However, many find themselves tied to a single employer under closed work permits, which can lead to abuse, as has been widely documented in recent years. These workers often hesitate to report mistreatment for fear of being deported. Ending this practice is one of the demands of the Québec Coalition for Regularization and Migrant Justice, which the FIQ supports. Along with Amnesty International, many community groups and non-profits also oppose the use of closed permits.

Meanwhile, the U.S. government has recently suspended nearly all activities of its international aid agency, USAID, as part of an isolationist shift. Canada has historically stood out on the international stage, particularly since Prime Minister Lester B. Pearson's 1956 role in resolving the Suez Canal Crisis, which led to the creation of the United Nations Peacekeeping Force. But over the past several decades, Canada's engagement has weakened—a trend seen around the world. At the same time, natural disasters and humanitarian crises are increasing due to climate change and armed conflict. Solidarity is more crucial than ever.

PERMITS



Questions to ask your local candidates:

- Q. If your party forms government, how much of a priority would it place on ending closed work permits in Canada?
- Q. If your party forms government, what international aid policy would it adopt to build equitable partnerships with countries in the Global South?



- › As of April 3, 2025, the party has not announced any specific promises on these issues.
- › The 2024 federal budget included an increase in humanitarian aid, running counter to the global trend of decreasing foreign assistance.
- › Over the past year, the party has mentioned the possibility of reforming the closed work permit program, but no legislation has been passed to eliminate it.



- › Propose a reform of the TFWP and call for the elimination of closed work permits.
- › Advocate for the granting of open work permits to all foreign workers upon arrival.
- › Believes that support for international cooperation is essential to reduce conflicts, establish peace, and promote an environment conducive to democracy and respect for human rights.



- › Raise international aid to 1% of GDP (currently just over 0.3%), focusing on equitable, independent, and sustainable partnerships with the Global South.
- › Oppose closed work permits, which it sees as enabling exploitation.
- › Focus international aid on sustainable agriculture and food sovereignty to strengthen local economies.
- › Prioritize regional cooperation, partnerships with the African Union, and efforts to promote peace, democracy, and human rights.
- › Support universal access to reproductive healthcare and invest in community energy projects instead of fossil fuel mega-projects.



- › Eliminate what it calls fraudulent spending under the Temporary Foreign Worker Program (TFWP), and only issue work permits for jobs that Canadians are unable or unwilling to fill.
- › Does not address the issue of abuse faced by temporary foreign workers in its policy documents.
- › Cancel what it considers unnecessary foreign aid.
- › Support temporary ceasefires in Gaza but maintain support for Israel's right to defend itself and eliminate the threat of Hamas.
- › Increase defence spending at the expense of humanitarian aid, which it frames as billions of dollars being sent annually to dictatorships and bureaucracies.



- › Recommend abolishing closed work permits and replacing them with sector-based or regional permits.
- › Support increasing humanitarian aid to 0.7% of gross national income (currently just over 0.30% of Canada's GDP), in response to increasing climate risks and U.S. disengagement.
- › Support international organizations such as the World Health Organization (WHO), UNRWA,¹⁴ and the World Food Programme (WFP), while also investing in targeted initiatives like climate change mitigation and adaptation.

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7 <https://www.ledevoir.com/politique/canada/835477/poilievre-dit-il-ne-connaît-deux-genres-il-autres-priorites>

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9 <https://www.lapresse.ca/elections-federales/2025-04-01/les-liberaux-pourraient-manquer-de-peu-la-zone-paritaire-parmi-leurs-candidatures.php>

10 <https://www.lapresse.ca/elections-federales/2025-04-01/les-liberaux-pourraient-manquer-de-peu-la-zone-paritaire-parmi-leurs-candidatures.php>

11 <https://www.lapresse.ca/elections-federales/2025-04-01/les-liberaux-pourraient-manquer-de-peu-la-zone-paritaire-parmi-leurs-candidatures.php>

12 The Rand Formula requires employers to deduct union dues from the pay of all salaried employees, whether or not they are union members, as they benefit from the working conditions negotiated by the union.

13 <https://www.lapresse.ca/elections-federales/2025-03-26/utilisation-d-un-paradis-fiscal-par-brookfield/mark-carney-soutient-qu-il-cherchait-a-maximiser-les-gains-des-retraites.php>

14 United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA).