

February 2, 2023

Hon. Seamus O'Regan, P.C., M.P.  
Minister of Labour  
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Hon. François-Philippe Champagne, P.C., M.P.  
Minister of Innovation, Science and Industry of Canada  
Email: [ministerofisi-ministredeisi@ised-isde.gc.ca](mailto:ministerofisi-ministredeisi@ised-isde.gc.ca)

Hon. Omar Alhabra, P.C., M.P.  
Minister of Transport  
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Dear Ministers:

The proposal to introduce legislation on prohibiting replacement workers in federally regulated industries raises serious concern for Canadian business, including many that play an essential role in growing our economy and ensuring that our supply chains operate efficiently.

While we all respect and want to protect the right to collective bargaining, the proposed anti-replacement worker legislation goes too far and has the potential to destabilize our economy. It will disrupt the carefully-constructed balance we have built within our labour relations system, leading to more labour strife within key sectors of our economy. As a result, it threatens to cause major disruptions to already-fragile supply chains.

Though rarely used, replacement workers allow organizations in sectors like trucking, rail, ports, telecom, and air to provide a basic level of service that preserves critical services to Canadians. Eliminating the possibility of using replacement workers to maintain important services will provide an encouragement to strike rather than to bargain collectively, which raises the risk of significant damage to Canada's economy and our reputation as a reliable place to do business, as well as compromising Canadians' ability to receive the services they require. [The data](#) clearly demonstrate that, where replacement worker bans exist, there are more strikes, and they last longer.

Canadians are already feeling the serious effects of inflationary pressures in our economy. Any actions that would further disrupt supply chain processes will only raise costs more. These costs will in turn get passed down to Canadians. Canada's reputation as a destination of choice for

investment and doing business relies on a resilient and reliable system, which a ban on replacement workers will severely undermine.

We urge you to put the interests of Canadians and of the Canadian economy first and reconsider the government's plan to introduce this legislation. The Canadian economy – and Canadians – simply cannot afford it, nor does it create value for Canadians.

We would welcome an early opportunity to sit down with you to discuss the issue in more detail.

Sincerely,

Aerospace Industries Association of Canada  
Alberni Valley Chamber of Commerce  
Amherst & Area Chamber of Commerce  
Assiniboia Chamber of Commerce  
Bayfield and Area Chamber of Commerce

Bonnyville & District Chamber of Commerce  
Brampton Board of Trade  
Burin Peninsula Chamber of Commerce  
Burnaby Board of Trade  
Business Council of Manitoba  
Calgary Chamber of Commerce  
Canada's Accredited Zoos and Aquariums  
Canadian Automobile Dealers' Association

Canadian Chamber of Commerce  
Canadian Federation of Independent  
Business

Canadian Franchise Association  
Canadian International Freight Forwarders  
Association  
Canadian Manufacturers & Exporters

Canadian Meat Council  
Chamber of Commerce and Industry  
Mégantic Region  
Chamber of Commerce Brantford-Brant  
Chamber of Commerce Niagara Falls,  
Canada  
Chatham-Kent Chamber of Commerce  
Chemistry Industry Association of Canada

Columbia Valley Chamber of Commerce

Conseil du patronat du Québec  
Dufferin Board of Trade

Greater Sudbury Chamber of Commerce  
Greater Summerside Chamber of Commerce  
Greater Victoria Chamber of Commerce  
Halifax Chamber of Commerce  
Halton Hills Chamber of Commerce  
Heating, Refrigeration and Air Conditioning  
Institute of Canada  
Killam and District Chamber of Commerce  
Lethbridge Chamber of Commerce  
Madoc & District Chamber of Commerce  
National Airline Council of Canada  
Oakville Chamber of Commerce  
Okotoks & District Chamber of Commerce  
Orillia District Chamber of Commerce  
Port Colborne-Wainfleet Chamber of  
Commerce

Prairie Sky Chamber of Commerce  
Prince Albert & District Chamber of  
Commerce

Railway Association of Canada  
Red Deer & District Chamber of Commerce  
Regroupement des gens d'affaires de la  
capitale nationale

Responsible Distribution Canada (RDC)  
Restaurants Canada  
South Surrey & White Rock Chamber of  
Commerce  
Surrey Board of Trade  
Sussex & District Chamber of Commerce  
Temiskaming Shores & Area Chamber of  
Commerce  
The Board at the Cap-Acadie Chamber of  
Commerce  
The Cambridge Chamber of Commerce

Eastern PEI Chamber of Commerce  
Edmonton Chamber of Commerce

Electro-Federation Canada  
Fertilizer Canada  
FETCO  
Fort McMurray Chamber of Commerce  
Freight Management Association of Canada  
Grande Prairie and District Chamber of  
Commerce  
Greater Kitchener Waterloo Chamber of  
Commerce  
Greater Langley Chamber of Commerce  
  
Greater Niagara Chamber of Commerce  
Greater Saskatoon Chamber of Commerce

The Chamber of Commerce for Greater  
Moncton  
The Greater Barrie Chamber of Commerce  
The Truro & Colchester Chamber of  
Commerce  
The Winnipeg Chamber of Commerce  
Tillsonburg District Chamber of Commerce  
Tri-Cities Chamber of Commerce  
Welland/Pelham Chamber of Commerce  
West Island of Montreal Chamber of  
Commerce

West Lincoln Chamber of Commerce  
Western Grain Elevator Association  
Windsor-Essex Regional Chamber of  
Commerce  
Yarmouth & Area Chamber of Commerce