



## Anti-Scab Legislation is now Officially the Law of the Land

We celebrate a major victory—one that belongs to you. As of June 20, 2025, federal anti-scab legislation is [officially the law of the land](#). This means that in federally regulated workplaces, employers can no longer use scab labour during legal strikes or lockouts.

This is a win for every worker who has ever walked a picket line, fought for fairness, and demanded respect at the bargaining table. This didn't happen by accident. It happened because Unifor members—you—refused to give up. Together, we organized, we mobilized, and we pushed the federal government to act. This new law is proof of what we can achieve when we fight together.

Make no mistake—this is a historic change. It's one of the most significant updates to the Canada Labour Code in a generation, and it shifts the balance back in favour of working people. It strengthens your right to free and fair collective bargaining and recognizes what we've always known: that no employer should be allowed to break a union's power by bringing in scabs.

Our members in Quebec, British Columbia, and Manitoba know the importance of this protection with existing provincial legislation. And now, more than a million workers across the country will have that same right. But this moment isn't just about new rules—it's about honouring the work it took to get here, and the work we still have ahead.

We also know that some employers are already looking for loopholes. Let's be clear: we will not let them roll back what we've won. We will stay vigilant. We will defend this law. And we will keep fighting to extend anti-scab protections to all workers in every province and territory. This is your victory. You made this happen. And I could not be more proud to stand with you today.

In solidarity,

**Lana Payne**  
National President

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