

**ACW** | Adapting Canadian Work and Workplaces  
to Respond to Climate Change

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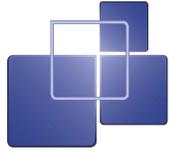
## ***A Short Glossary of Climate Bargaining Terms***

**Social Science and Humanities Research  
Council of Canada  
Partnership Research Programme  
2014-2021**

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## **ADAPTING CANADIAN WORK AND WORKPLACES TO RESPOND TO CLIMATE CHANGE (ACW)**

**July 2015**

**Greening work** -- an ongoing process of steadily reducing GHGs produced by work and workplaces in the public and private sectors. Greening work is outcome-oriented: it is a process of change that produces measurable evidence that fewer GHGs are being produced as measured against a starting date. This will require a change in work processes and practices. In other words: adapt work to mitigate GHGs.

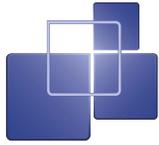
It is important to distinguish greening work from green jobs. Greening work is an ongoing process of change that focuses on low-carbon adaptation of the jobs and work practices that are already in existence in order to mitigate GHGs. In contrast there is no consensual definition of green jobs, although most uses of the term focus on the employment relationship and on jobs which are seen to help the environment in some way. The notion of 'greening'—dynamic change over time—is rarely included in the term 'green job'.

**Green training**—applied education to train individuals in the workforce/community or postsecondary education, in environmental literacy, work design, workplace change and environmental responsibility to prepare them for expert roles in the development and implementation of green plans and climate bargaining.

There are three types of green training:

- **Green Stewards:** Individuals connected to or coming from unions, work or community organisations, who are trained in environmental literacy, work design, workplace change and climate bargaining. Most are likely to return to their workplaces to develop green plans and climate bargaining.
- **Green Trainers:** Individuals who have been trained for green stewardship and go on to 'train the trainer' roles: teaching green stewards, training the next generation of green trainers, or otherwise working in the work world to expand the numbers of green stewards and trainers.
- **Green Leaders:** Individuals in positions of leadership in labour, community organisations, advocacy groups, public and private sector organisations, who are trained in national and international climate and work public policy; recent transitions in work design; spreading green initiatives; the economics of greening key industrial and service sectors.

**Climate Bargaining** (or Green Bargaining): Union-led initiatives to reduce the greenhouse gas emissions produced in the workplace, by negotiating the adaptation of the organisation of work to mitigate the production of GHGs.



Climate bargaining results in a formal agreement outlining the targets for GHG reduction, the timing for reaching those targets, an ongoing joint union-management environment committee that oversees the process of reducing GHGs. Over time climate bargaining should include the formal recognition of **green stewards**, and an agreement as to how the financial savings from reducing GHGs are to be allocated.

Depending on the industrial relations regime of the country or province or state or municipality, climate bargaining may take place within collective bargaining; between one employer and one union or a cluster of unions; as a sectoral or a framework agreement.

**Green Plan** -- a formal agreement to measure and commit to reduce the greenhouse gases produced in the production, distribution and disposal of services, resources or goods, over an agreed-upon period of time. The green plan can be part of union-management climate bargaining as part of a collective agreement, or, in non-union settings, it can take other forms of agreement. With wide dissemination and information-sharing, green plans should serve as a resource and model for unions and companies and non-unionised workplaces, in developing their own adapt-to-mitigate plans.