

**Consultation on the Federal Labour Relations Framework and the Canada Labour Code  
Submission from the Tourism Industry Association of British Columbia (TIABC)**

**To: Employment and Social Development Canada**

**Re: Consultation on Labour Relations Framework and Policy**

SUBMITTED VIA EMAIL:

The Tourism Industry Association of British Columbia appreciates the opportunity to participate in the federal consultation regarding Canada's labour relations framework and the modernization of the Canada Labour Code.

TIABC is a provincial tourism industry association representing businesses, destinations, sector organizations, operators, accommodations, transportation providers, attractions, Indigenous tourism partners, and tourism stakeholders across British Columbia. Tourism is a foundational economic sector in British Columbia and across Canada, supporting communities, employment, trade, investment, transportation connectivity, and regional economic diversification.

TIABC recognizes and respects the critical role organized labour and collective bargaining play in Canada's economy. Strong labour relations contribute to safe workplaces, stable employment, and resilient industries. Our submission is not intended to diminish collective bargaining rights or the important role of unions within federally regulated sectors. Rather, this submission reflects growing concern from tourism operators, destinations, and communities across BC regarding the increasing economic and reputational impacts associated with major disruptions to Canada's national transportation systems particularly aviation during peak travel periods.

Tourism is uniquely dependent on reliable national transportation infrastructure and connectivity. Even short-term disruptions within federally regulated transportation systems can create cascading impacts across thousands of tourism businesses, particularly in rural, remote, northern, and seasonal destinations that rely heavily on air access and visitor mobility.

Canada's visitor economy is highly interconnected. Transportation reliability influences:

- Visitor confidence and travel decisions
- International business event attraction
- Sport tourism and major events
- Workforce mobility
- Regional economic activity
- Supply chains supporting tourism operations
- Canada's broader international reputation as a reliable destination and trading partner

According to national tourism data, tourism supports approximately 1 in 10 jobs across Canada and contributes significantly to employment opportunities for youth, Indigenous peoples, women, newcomers, and diverse communities. British Columbia's tourism industry has worked hard to recover from the cumulative impacts of the pandemic, wildfires, floods, labour shortages, global inflation, and broader economic uncertainty. In recent years, many BC tourism businesses have experienced successive operational disruptions linked to climate events and transportation instability occurring within short recovery windows. For many operators, particularly in rural and seasonal destinations, the ability to rebuild visitor confidence depends heavily on reliable transportation access and predictable travel conditions.

This issue is particularly important in advance of major international opportunities such as the 2026 FIFA World Cup, where Canada's reputation for reliability, connectivity, and visitor readiness will be under significant global scrutiny. British Columbia and Canada are actively competing for international conferences, sport tourism, incentive travel, and major business events. Transportation disruptions during peak periods can have long-lasting reputational impacts that extend well beyond the immediate duration of a labour dispute.

The implications are especially significant for rural, remote, northern, and Indigenous tourism communities where aviation and transportation connectivity are essential services supporting economic participation, workforce movement, supply access, and visitor travel. In many regions of British Columbia, there are limited alternative transportation options available when disruptions occur.

TIABC supports the federal government's broader economic objectives related to trade diversification, investment attraction, major events, and long-term economic competitiveness. Achieving these goals will require a transportation system that is resilient, dependable, and capable of maintaining continuity during periods of labour disruption. TIABC encourages the federal government to explore balanced and modern dispute resolution mechanisms that can help prevent prolonged national transportation disruptions where the broader public and economic interest is significantly affected.

Potential approaches could include:

- Enhanced mediation supports earlier in bargaining processes
- Specialized dispute resolution mechanisms for nationally significant transportation sectors
- Improved continuity planning frameworks

- Carefully designed alternative dispute resolution options that respect collective bargaining while helping avoid extended disruptions to critical national infrastructure

Any future policy approach should maintain fairness and neutrality between employers and unions while recognizing the broader public interest implications associated with prolonged interruptions to nationally significant transportation systems. TIABC also encourages the federal government to recognize tourism and transportation connectivity as components of Canada's economic infrastructure. Reliable transportation networks are essential not only for goods movement, but also for people movement, business investment, conferences and events, trade development, and regional economic participation.

This issue is particularly important for British Columbia given:

- Province's geographic scale
- Dependence on aviation connectivity
- Role as a gateway to Asia-Pacific markets
- Reliance on seasonal and long-haul visitation
- Importance of transportation access for rural and remote communities

As Canada continues to position itself as a competitive global destination and investment environment, labour stability and transportation reliability will remain increasingly important considerations for visitors, investors, event organizers, and international partners alike.

TIABC appreciates the opportunity to contribute to this consultation and welcomes continued dialogue with the federal government on balanced approaches that support workers, employers, communities, and Canada's long-term economic resilience.

Respectfully submitted,

Amber Papou, CEO  
Tourism Industry Association of British Columbia (TIABC)