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**Order No. 1713-NB**

**IN THE MATTER OF THE**

*Canada Labour Code*

- and -

Rogers Communications Canada Inc.,  
Toronto, Ontario,

applicant,

- and -

Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944,

respondent.

**WHEREAS** the Canada Industrial Relations Board (the Board) has received an application from Rogers Communications Canada Inc. (Rogers or the applicant), pursuant to section 91 of the *Canada Labour Code (Part I—Industrial Relations)* (the *Code*), alleging that some members who are represented by the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 (TWU or the respondent) have contravened or will contravene section 89 of the *Code*;

**AND WHEREAS** Rogers and TWU are parties to multiple collective agreements that apply to workers who work for Rogers in Abbotsford, Surrey, and Vancouver, British Columbia;

**AND WHEREAS** collective agreements have been renewed in Vancouver and Surrey;

**AND WHEREAS** a collective agreement has not been renewed in Abbotsford and workers are legally on strike at that location;

**AND WHEREAS** striking workers have established secondary pickets at various locations of the employer in British Columbia;

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**AND WHEREAS** section 3(1) of the *Code* provides that a strike includes a cessation of work or a refusal to work or to continue to work by employees, in combination, in concert or in accordance with a common understanding, and a slowdown of work or other concerted activity on the part of the employees in relation to their work that is designed to restrict or limit output;

**AND WHEREAS** the Board held a case management conference on September 12, 2025, and provided the Parties an opportunity to make representations regarding this application;

**AND WHEREAS** the respondent union denies sanctioning or authorizing any unlawful activity as alleged in the application;

**AND WHEREAS** the Board has well established case law that provides that the refusal to cross a picket line by employees who are not themselves in a legal strike position constitutes an unlawful strike, and does not constitute a violation of Charter rights, even if the collective agreement contains a clause allowing the employees to refuse to cross such picket lines (see *Seaspan ULC*, 2023 CIRB 1094);

**AND WHEREAS** the Board has received information and accepts that certain employees of the applicant are refusing to cross the secondary picket lines established by the TWU and are not performing their work.

**NOW, THEREFORE**, it is hereby ordered by the Canada Industrial Relations Board, as an interim measure, pursuant to section 19.1 of the *Code*, that those employees of Rogers represented by the respondent trade union, not on legal strike or in a legal strike position report for work as scheduled and resume or continue to perform the duties of their employment in the normal manner;

**FURTHERMORE**, the Board orders that Rogers post copies of this order at conspicuous locations in all its facilities where it can be read by its employees represented by the respondent trade union;

**AND FURTHERMORE**, the Board orders that the respondent trade union advise its members of the contents of this order forthwith;

**AND FURTHERMORE**, the application for a declaration of unlawful strike filed by the employer shall be held in abeyance until October 31, 2025, upon which date the employer is to provide a status update.

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**THIS ORDER** is made pursuant to the provisions of section 19.1 of the *Code* and shall remain in full force and effect until the Board disposes of the application.

**ISSUED** at Ottawa, this 12th day of September, 2025, by the Canada Industrial Relations Board.

A handwritten signature in black ink, appearing to read 'RH', is positioned above the printed name and title.

Roland A. Hackl  
Vice-Chairperson

**Reference No.: File No. 038995-C**