



2018 Conference Summary

Blue Green Canada is an alliance between Canadian labour unions, environmental and civil society organizations to advocate for working people and the environment by promoting solutions to environmental issues that have positive employment and economic impacts.

Blue Green Canada has been actively engaging with workers in Alberta on the need for just transitions and good green jobs in light of the Alberta coal transition and other transitions.

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Introduction

Blue Green Canada recognizes that the real challenges workers and communities are facing, from climate change to economic disruptions, and they deserve our attention. Just as we can't have good jobs without a healthy planet, we can't grow a powerful movement without working together on all of the issues facing our allies.

Recognizing major policy decisions were going to shape an energy transition, in October 2016, Blue Green Canada hosted the [first conference](#) on Just Transition and Good Green Jobs for Alberta. The policy context included the Federal Conservative Government's closure deadlines for all 18 coal-fired electricity generation units in Alberta, and Alberta's later announcement that six of the 18 units would have to eliminate pollution sooner (by 2030), and that it would allocate carbon tax revenues to ensure a Just Transition for workers and communities.

Key themes that emerged from the first conference included the following:

- Job losses are an increasingly pressing issue that needs to be addressed.
- Just Transition is about fairness, and a strong economy.
- We need to learn from the successes and failures elsewhere.
- Labour has an important role in the transition.
- There is an enormous opportunity in good green jobs.
- A Just Transition is doable.

A year later, the energy transition had accelerated while workers were struggling to find economic justice. In September 2017, Blue Green Canada hosted its [second conference](#). By that time, electricity generation plant owners – due to market forces, in addition to government policy – had announced that the majority of coal-fired units would be closed or converted to natural gas several years ahead of government schedules.

Key themes that emerged from the second conference included the following:

- Urgency is escalating due to owners' acceleration of coal units closures.
- Excellent examples of transitions are available.
- Multi-party planning is essential for Just Transitions.
- A Just Transition will be affordable due to availability of carbon tax revenues.
- Involving and supporting communities is essential.
- Industrial strategy is required, as we can't rely on the market to take care of things.
- The government should create green jobs, prioritize affected communities, and arrange for training and recognition of credentials.
- This transition will help inform larger transitions to come.

- We need to work together for action, and early wins.

Overall some key lessons regarding people's experiences and research began to surface:

A. Evidence from other jurisdictions shows transition can be just:

1. critical to have unions in process at start;
2. role for employers to bring workers along;
3. government at all levels to create the enabling conditions;
4. unions can build alliances to build the power to mobilize in communities;

B. Doing this is urgent:

1. change is happening at an accelerated rate;
2. good news is just transition is affordable;
3. progressive government;
4. funds exist to do it right, they need to go to workers;
5. solutions include public sector and;
6. decision-making needs to be open and include workers and communities;

C. Coal report coming soon... need to carry forward lessons from Alberta's experience with coal:

1. fight to centre just transition in all discussions on climate change, shaping plan;
2. need a union seat at table w employers, govt at table;
3. path can't write off people and communities;
4. money on the table should be leveraged for workers;
5. time to accelerate building allies in communities

On October 22nd and 23rd 2018 Blue Green Canada hosted the [third conference](#). As with the previous two conferences, recent developments provided an important context:

- An accelerated energy transition – compounded by automation - has left many workers behind... renewable energy and reclamation work is not unionized and does not replace the loss of unionized jobs.
- Going forward, every decision has to include the voice of unionized and non-unionized workers, and the elected representatives of the communities where their income supports a local economy.
- The Alberta Government completed its consultations and announced a \$40 million fund to provide support to affected workers and communities.
- The Federal government created a Task Force on Just Transition for Canadian Coal Power Workers and Communities, which carried out consultations and is expected to report on its recommendations in December 2018.
- Natural gas prices remained low, and power plant owners announced further accelerations of coal-unit closures and conversions to natural gas.

The next section outlines key themes that emerged, with ideas for improving management of this transition and others. Additional information can be found in the Conference Backgrounder (see appendix), and sources cited in it.

In addition to identifying themes, participants engaged in a short power mapping exercise,¹ which was intended as an illustration of one input to potential campaigns carried out by participants and their organizations. The final section of the report provides a timeline with some upcoming events that would form the context for any short-term campaigning.

Themes

This section outlines the main themes that emerged at the conference. Despite diversity in participants - including industries, occupations, regions of Alberta, and political views - there was a shared recognition of the economic changes occurring, the challenges faced by workers and communities, and the need for government Just Transition supports to be effective, and to accelerate, among other things. A lot has been learned from the Alberta transition - for improving that transition and others to come.

Accelerations, uncertainty, urgency

Prior to the 2017 conference, corporate owners of coal-fired plants had accelerated conversions to natural gas by several years ahead of government schedules. The market is following close behind the US market, where 40% of coal-fired capacity has been shut down² and gas has already overtaken coal in generation.

Since the 2017 conference, the goalposts have continued to shift for Alberta's transition, as coal-to-gas conversions continue to be accelerated by coal unit owners.

- TransAlta has accelerated their previous 2023 deadline - for Keephills #1 and #2 and Sundance #3, #4, #5, and #6 - to 2022, for conversion to gas.³ The Federal Conservative deadline had been 2029.

¹ There are many accessible, online resources for power mapping, e.g. See Move to Amend, "A Guide to Power Mapping" <https://movetoamend.org/toolkit/guide-power-mapping> and sources cited therein.

² A. Natter, "Coal Plants Keep Shutting Despite Trump's Order to Rescue Them" Bloomberg June 18, 2018. <https://www.bloomberg.com/news/articles/2018-06-18/coal-plants-keep-shutting-despite-trump-s-order-to-rescue-them>.

³ TransAlta, "TransAlta Announces Accelerated Transition to Clean Energy" Dec 6, 2017. <https://www.transalta.com/news-releases/transalta-announces-accelerated-transition-clean-energy/>.

- Capital Power advised its investors⁴ that:
 - it is “leveraging low natural gas prices by co-firing gas at coal facilities” and Genesee can already co-fire up to 250 MW of natural gas; and,
 - it is bringing more gas to the Genesee site, and when PPAs expire in 2020 it will have significant gas available and a further “decision point.”

Further corporate accelerations of conversions to natural gas, and additional decision points in the near future, have created uncertainty in the timing of need for Just Transition supports. In light of this, conference participants felt that governments need to implement - as soon as possible - Just Transition supports for workers and communities.

A one-stop, funded shop for Just Transitions

Participants felt that government should create a permanent, centralized transition lead agency. The lead agency would have a Tri-party governance structure, with representation from employers, labour, and government at all levels.

The agency would provide a source of information and a contact point for workers, communities, and others seeking information about transition planning. It would lead decisions on transition policy, providing transition supports to workers and communities, and leveraging investment to build community-owned assets and infrastructure that could help create jobs

Funding for the agency could come from a transition superfund, with some of the characteristics of Quebec’s Solidarity Fund. The Superfund could be funded by the carbon tax, more-progressive income taxes, automation tax, export taxes on logs and coal and other resources, and a temporary transition tax on some corporations (not all). Alberta’s Heritage Trust Fund could form the beginning of the Superfund, and it would grow over time.

Such an agency would have the mandate to look beyond the coal transition to longer-term and larger-scale transitions (e.g. driven by automation, trade agreements and offshoring, etc.).

Good jobs

Participants wanted to see good jobs to transition into - local jobs, with benefits, pay that is family-sustaining, job security, and where workers can organize and form unions. They identified a wide range of opportunities. What does a Just Transitions industrial strategy look like? The conference identified the following elements.

⁴ Capital Power, "Driving a Sustainable Future" Investor Presentation September 2018
<https://www.capitalpower.com/InvestorRelations/Events/Documents/2018%20September%20Investor%20Meetings.pdf>.

Having a range of secure jobs available requires diversifying Alberta's economy. Jobs in resource extraction-and-export (rip-and-ship) industries are vulnerable to global market changes such as the 2015 oil price crash, as well as investor actions, buyer boycotts and public policy changes. Economic diversity would help to reduce workforce vulnerability.

Proper decommissioning and reclamation should be required for all resource development sites, with the aim of returning the area to its original state of plants and animals, or as near as possible. Methane capture should be aggressively pursued, as should low-waste and zero waste regulations, such as extended producer responsibility for product recycling / repurposing. Such regulatory initiatives would create good jobs that are local and require little re-training, while reducing environmental impacts. Participants noted that only a tiny fraction of former well and mine areas have been reclaimed.

Governments should work to build the manufacturing sector. For example, renewable energy is going to grow significantly in future years, and the industry needs stability and certainty from government. We should be building the wind turbines - towers, blades and other parts, solar panels, storage batteries, grid modernization and related equipment rather than importing them; we should be using and expanding our metal fabrication capacity, and keeping the jobs in Alberta. Calls for proposals for renewable energy should include criteria around good job creation, and benefits for local communities. Public investment can create jobs in the short term, while spurring private investment over the long term.

Transit funding - urban and rural - should be expanded more rapidly, and free transit should be supplied, following the example of Calgary's C-train. This would create jobs in infrastructure construction, as well as operations, maintenance and repair. Transit spending could be encouraged by eliminating fuel taxes and PST for transit. A higher carbon tax would create a greater incentive to use the expanded transit and EV systems, while also providing revenues to cover costs. Electric vehicle (EV) adoption is accelerating, and will require installation, maintenance and repair of charging stations and related infrastructure. Governments and employers could also provide support for rural carpooling.

Energy efficiency programs and building codes (new and retrofit) can be improved, helping families save money on utility bills and live in healthier and more comfortable homes, while creating jobs.

Developing manufacturing capacity in these growing sectors would create a further source of good jobs that can be unionized.

Participants also discussed the fact that the broader economy contains many times as many jobs, in areas like health care, education, child care, environment, forestry, agriculture, waste, construction and more. Mobile jobs, for example in services and technology, can be prioritized

for affected communities, which generally have infrastructure and a good workforce available. We need to raise the wages and conditions in those sectors so that there are better, comparable jobs for affected workers to choose from.

Employers need to support a Just Transition

Participants felt that employers - especially those who received government funding pursuant to the coal transition plan - should be actively contributing to Just Transitions. In the US, Just Transitions work is commonly paid for by employers, at the insistence of unions; it is not just up to government.

Participants noted that the scale of what was given to the Alberta employers was much larger than what was promised to workers and communities, and the employers could easily fund many of the Just Transition needs.

- Just Transitions should be included in collective agreements, so that protection is confirmed in advance (rather than trying to win supports when it may be too late, i.e. after transitions have been announced or have started).
- Any future government procurements, tax breaks, or other support for employers should be conditional on securing labour and environmental protections. Job creation and decent jobs should be required, and labour should be at the table with government and industry.
- Transition funds should be prioritized for community and public ownership / alternative business structures (e.g. co-ops)
- Employers should be held accountable to standards:
 - prepare and implement plans for systematic reclamation of all abandoned wells and mines, with timing deadlines;
 - protect existing workforces and give them preferential access to any future jobs (Job security - local job replacement guarantee); and,
 - Fund worker pensions in preference over executive and board bonuses, and other creditors.
- Employer Just Transition obligations should be enforced, and they should not be able to get out of their obligations through insolvency:
 - penalties for non-compliance;
 - Director personal liability; and,
 - a requirement to post bonds, as is the case with reclamation.

Frustrating process, and better supports needed

Participants noted that Alberta's Just Transition supports are ground-breaking in North America. However, the process of developing those supports was frustrating for affected workers and community members.

Participants were disappointed that the provincial government met with the plant owners first, and without even having workers in the room; the government should have heard directly from the people most profoundly affected – workers and community members.

They also were disappointed that the government reached a very expensive agreement with those companies without having secured guarantees that the companies would support workers and communities.

They also were disappointed with how long it took to create the worker and community supports, and the lack of clear and open communication with government during that time.

These errors were entirely preventable. Fair and effective transition planning processes are well established internationally, and were put forward by the Alberta Coal Transition Coalition, Blue Green Canada, the Alberta Federation of Labour and others. These are important learnings that should inform the process for future transitions.

Finally, participants noted that the support could be improved, for example to provide:⁵

- A better, and better-funded, transition that provides adequate time and resources to prepare for transitions and soft-landings, e.g.
 - A longer and higher bridge to re-employment and retirement:
 - EI benefit periods need to be longer, and with a higher level of income top-up.
 - Make an earlier pension available, and ensure all pensions and health and other benefits are protected.
 - Training, education and other supports available prior to layoff, not just at layoff;
 - More availability of workplace-based training, workforce planning, skills inventories, career mapping and other career transition tools; and,
 - Greater diversity in education vouchers;
- Meaningful consultation with workers and communities;
- Just transition reporting;

⁵ For Government of Alberta plans to support for workers and communities see website and linked pages at Government of Alberta, "New transition supports for Alberta coal workers" <https://www.alberta.ca/release.cfm?xID=48946866B1DC2-B873-AEB5-FC07E467C571A5AF>.

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- Tying investment, procurement and other government funding to job creation and decent jobs; and,
 - Better community involvement and engagement:
 - Community benefit agreements, including local procurement and job quality standards for any new industry that receives transition or training dollars - no more rip-and-ship;
 - More community- and individual-asset mapping, with assets linked to vocation and occupation, and real job opportunities;
 - Community decision-making structures / powers for future planning;
 - Economic development funding that prioritizes community ownership and good jobs;
 - Local job fairs to raise awareness of the job potential in other sectors and their futures;
 - Localization of service delivery; and,
 - Training specific to jobs located in the community.

Participants noted that the supports would have been designed better, and understood and utilized better, if the government had involved workers and communities earlier in the process.

A better social safety net

Participants recognized that many outside of the room - e.g. in the hospitality industry, retail, and other sectors - also face job losses due to coal shut-downs. A Just Transition leaves no workers behind.

Furthermore, there are other industries where jobs will be lost due to technology and government policies.

For example, participants from Fort McMurray noted the loss of 400 jobs as Suncor brings in self-driving trucks – and the future loss of thousands of jobs as such technologies roll out to other sites in the region. These losses will be magnified by tens or hundreds of times as self-driving vehicles take over across Canada in long-haul trucking, taxis, and elsewhere.

Governments continue to sign trade agreements that allow corporations to move jobs to low-paid jurisdictions with low standards for worker safety and environmental protection.

Economists and business analysts go back and forth between which has more of an impact – automation,⁶ or trade⁷ – and it is clear that both have killed jobs in North American industries.

⁶ E.g. C. Miller, "The Long-Term Jobs Killer Is Not China. It's Automation." NY Times Dec 2016. <https://www.nytimes.com/2016/12/21/upshot/the-long-term-jobs-killer-is-not-china-its-automation.html>

The general social safety net needs to be improved and made comprehensive to prevent people falling through the cracks. In countries where there is a strong social safety net, there is little or no discussion of Just Transitions because there is little or no need, despite job churn and industry transitions.

A better social safety net more generally would include a range of changes:

- Complete WCB coverage for all workers;
- EI being restored to what it was, and expanded to make it better, and governments not tapping into EI funds for general revenues;
- Comprehensive public health care;
- A basic income floor;
- General job training;
- Retirement security with a decent income for all, not just those with pensions;
- Currently-unpaid needs to be compensated by providing a decent wage, i.e. stay-at-home parents / caregivers;
- A stronger labour code and employment standards legislation to protect all workers as the gig economy expands; and,
- A higher minimum wage, and equal pay regardless of gender or disability.

Action is needed - Blue Green Canada can help

Conference participants were supportive of the idea of working to improve transitions for workers and communities. Multiple organizations in various locations and industries - working together - will create positive change.

As noted earlier, participants engaged in an illustrative power mapping exercise, which they could take back to their organizations and communities. As noted after the 2017 conference, mounting a campaign “will require serious planning, including detailed-level power mapping of supporters and opponents, developing a detailed timeline, developing strategies for individual worksites, and organizing and mobilizing members and allies.”

Blue Green Canada will continue to play a role in improving the transition for workers and communities. It can also help you and your organization. Let us know your interests in campaigning and organizing for changes, and we are happy to discuss how we can best support you - through providing information, research, written materials for your members or the public, media support, and more.

⁷ E.g. J. Bartish, "China really is to blame for millions of lost U.S. manufacturing jobs, new study finds" Marketwatch, May 14, 2018. <https://www.marketwatch.com/story/china-really-is-to-blame-for-millions-of-lost-us-manufacturing-jobs-new-study-finds-2018-05-14>.

Here is a timeline with some key dates for you to consider in your actions:

- Federal Just Transition Task Force (JTTF) Report - Dec 2018
- Federal response to JTTF report, including announcement of federal supports - Dec 2018 or later
- COP 24 (24th Session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC)) - Dec 2018
- Federal budget - March 2019
- Sundance #4 mothballing - April 2019
- AFL Convention - May 2-5, 2019
- Alberta provincial election - May 2019
- Federal election - Oct 2019.

Prepared for [Blue Green Canada](#) by David Thompson, [PolicyLink Research and Consulting](#). November 2018.

Appendix 1 - Conference Participant Backgrounder - Just Transition & Good Jobs for Alberta 2018

This backgrounder is intended to help advance the conversation at Blue Green Canada's third annual Just Transition and Good Jobs for Alberta Conference. It provides an update on the coal and jobs transition, what governments have been doing and need to be doing to ease that transition, and other transitions that are coming and need to be prepared for. See also materials and summaries for the first and second annual conferences on the Blue Green Canada website.^[1]

The Alberta coal transition - uncertain timing

Provincial and federal governments of all parties - Conservative, Liberal, and NDP - have set deadlines for eliminating pollution from coal-fired electricity generation plants. The final deadline for all plants is by 2030, but coal plant owners have been announcing closures and conversions from coal to natural gas several years ahead of government deadlines.^[2]

Fracking dramatically reduced the price of natural gas, making it a more profitable investment for the privately-owned generators; in the US, gas-fired generation already has overtaken coal-fired generation^[3]

Other causes of job losses include mothballing of plants, and the decades-long practice of owners replacing workers with capital.

Market forces are creating uncertainty about the dates of upcoming layoffs. Some may happen sooner than currently anticipated, and it is possible that all plants could end up closed or converted to gas years before the 2030 deadline.

Discussion questions

- Will companies announce any further acceleration of plant closures / conversions and layoffs beyond current timelines?
- Will companies adopt technologies such as automation that further accelerate job losses in coal mining, or in coal or gas plants?

Government action on just transitions

The uncertain timing of closures, conversions and layoffs means that both governments need to take action, and implement just transition plans quickly.

Despite decades of talk about just transitions, mainly by labour and environmental organizations, it is rare for governments to engage in just transition planning. The fact that the Alberta and federal governments have done so is remarkable, and has caught the attention of observers around the world. The questions revolve around whether the action will be adequate, and quick enough.

Alberta government action – underway, but how impactful?

The Alberta government carried out its consultations,^[4] and in 2018 implemented a set of supports to affected workers and communities, similar to what Blue Green Canada had proposed in 2017.^[5] Alberta's supports include:^[6]

- Bridge to re-employment grant, topping up EI to 75% of previous salary for up to 45 weeks;
- Bridge to retirement grant of up to 75% of previous salary for up to 72 weeks, for workers not yet eligible for employer pensions;
- Up to \$5,000 relocation grant for workers who moved over 40 km to take up employment;
- Coal and Electricity Transition Tuition Voucher of up to \$12,000 to pursue post-secondary education to train for new careers;
- Onsite career counselling services, including one-on-one or group meetings to develop individualized plans on job-finding, applications and interviews and to help access government retraining programs;
- Onsite transition to employment services, including individualized planning, identification of skills and potential fit with new jobs, and skills development courses;
- Offsite employment services and training programs;
- First Nations, Metis and Indigenous training to employment;
- Workforce Adjustment support to help workers, employers and unions develop worksite transition committees and strategies, obtain labour market information, access existing supports and services, arrange specialized training and job fairs, and match people to job openings;
- Financial assistance for employers to train new and existing employees;
- Financial assistance for affected communities (Coal Community Transition Fund) to undertake economic development initiatives; and,

- Investments in creating green jobs in renewable power generation.

It remains to be seen what impact the above provisions will have. To some extent, this will depend on demand, e.g. how many affected workers need financial support between jobs and for how long. It will also depend on the design of the provisions, and whether there are gaps that some workers could fall through.

Discussion questions

- Are the levels of support in the above (e.g. 75% of income) adequate, and lengthy enough?
- Are there gaps in the supports that the Alberta government could fill?
- Are there gaps that other levels of government could fill?
- Has the government ensured that the private sector plant owners will provide preference in other jobs for affected workers?^[7]
- Will the worker supports be available under future Alberta governments?

Federal government - need to see plans, implementation

The federal government announced the creation of a Task Force on Just Transition for Canadian Coal Power Workers and Communities, with significant representation of the labour movement.^[8] The mandate of this Just Transition Task Force (JTTF) is essentially to consult widely and provide recommendations for federal policy:

- *“engage with relevant stakeholder groups, provinces, & municipal governments... on:*
 - *the scale and types of impacts ... on directly affected workers and communities*
 - *opportunities to transition affected workers and communities toward new economic opportunities (for example, to the renewables sector)*
 - *leveraging existing allocations of infrastructure funds, economic development funds, employment and training supports, and any other programs...*
 - *gaps in policy and programs to support the transition*
- *... provide options and recommendations to the Minister on*
 - *what could be included in a just transition plan for coal power workers and communities...*
 - *how to structure a subsequent phase of consultation and analysis concerning just transition, specifically ... the global transition to clean growth and a low-carbon economy.”*

The JTTF is to report its findings to the Minister of the Environment and Climate Change in December 2018. It is uncertain what policies the federal government will adopt in response to

the recommendations of the JTTF and recommendations of others. The Alberta government has asked the federal government to amend the EI program to enable workers to receive Alberta's income supports without reducing their EI payments, and to extend the duration of EI benefits for coal workers.^[9]

Discussion questions

- What policy changes will the JTTF likely recommend? E.g. EI changes, CPP/OAS expansions?
- Will federal government action be quick enough for the near-term layoffs?
- Will levels of support be adequate?
- Will there be gaps that other levels of government can fill?
- Will the supports be available under future federal governments?

Pushing for GOOD jobs

Previous Blue Green Canada conferences have noted the need for workers to be able to transition into *good* jobs - jobs with decent pay, good working conditions, and the ability to organize.

Many of the good jobs created in the past were made good and kept good through union bargaining, which also served to raise standards in non-union jobs. Unfortunately Canada's unionization rate is low compared to many developed economies. And since 1980 Canada's unionization rate has declined, along with the decline^[10] in middle incomes.

Alberta has taken steps to improve employment standards and labour relations, in order to improve existing jobs. However, the province's unemployment rate is still high; more jobs are needed. The provincial government has announced job creation policies, e.g. renewable electricity generation RFPs,^[11] and economic development support in transition-affected communities.

Discussion questions

- Could the government expand its good-job-creation efforts, for example:
 - In future rounds of renewable generation RFPs, add criteria for building Alberta's manufacturing base, and for quality of jobs;
 - Invest (e.g. from carbon tax revenues) in public transit and publicly-owned, utility-scale renewable generation facilities; and,

- Build good jobs in the methane emissions mitigation and oil site reclamation industries by setting higher regulatory standards.^[12]
- Are there labour standards and labour relations policies that could be further improved, e.g. sectoral bargaining, hiring halls?
- Is the government setting targets and tracking the number and quality of positions available to, and being entered by, affected workers?
- Should indirectly affected workers, some of whom may be marginalized - e.g. in retail and food services in affected communities - be covered?
- Are there other measures that could be taken to ensure that more of the green jobs being created are good jobs?

Being prepared for other transitions

The coal transition will affect thousands of Alberta jobs, and it appears that other transitions could affect tens or hundreds of thousands of Alberta jobs. These job losses will arise from government policy, and from changes in the private sector. For example:

- Driverless vehicle technology will soon eliminate at least 400 positions in the oil sands;
- Driverless vehicle technology will eliminate tens of thousands of positions elsewhere;
- The shift from oil sands mining to in-situ extraction, and adoption of other technologies, will mean fewer jobs in the long-term;
- Trade deals will continue to incent companies to hire workers in low-wage jurisdictions - outsourcing the jobs and importing the services and goods;
- A potential reduction in global oil consumption - whether due to policies of various importing country government, or technological change such as electric vehicles - could reduce demand for Alberta oil.

The Alberta coal transition had a long warning time; as of 2012 the Harper conservative government had already regulated retirement dates for most of Alberta's coal plants. Some of the above transitions are predictable, but the dates of others are unclear. In order for these to be humane transitions, it is essential to be prepared - to develop scenarios for the probability, scope, scale, and timing, and to develop strategies for managing them and their impact on workers and communities.

Discussion questions

- Do we have the necessary information to be prepared to manage these transitions?
- Are federal and provincial social policies (EI, CPP/OAS, social assistance, education and training, childcare, affordable housing, etc.) strong enough to enable employment changes and provide a safety net for those who need it?

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- [1] 2016 <http://bluegreencanada.ca/alberta>, 2017 <http://bluegreencanada.ca/alberta2017>,
- [2] E.g. TransAlta, "TransAlta Announces Accelerated Transition to Clean Energy Dec 6, 2017" <https://www.transalta.com/newsroom/news-releases/transalta-announces-accelerated-transition-clean-energy/>, G. Morgan, "Alberta could be coal-free years ahead of deadline as ATCO plans natural gas transition by 2020" Calgary Herald, May 22, 2017 <https://calgaryherald.com/business/energy/alberta-could-be-coal-free-years-ahead-of-deadline-as-atco-plans-transition-to-natural-gas-by-2020>.
- [3] Alberta gas generation capacity has already overtaken coal. Renewables reached about 10% of generation by 2012 and have remained at that level. Numbers are as of 2017, the most recent available from AUC, "Annual electricity data" www.auc.ab.ca/pages/annual-electricity-data.aspx.
- [4] Government of Alberta, "Advisory Panel on Coal Communities" <https://www.alberta.ca/coal-communities.aspx#toc-1>.
- [5] Blue Green Canada, 2017 Just Transitions Workshop Fact Sheets <http://bluegreencanada.ca/alberta2017>.
- [6] Government of Alberta, "Support for workers affected by coal phase out" <https://www.alberta.ca/support-for-coal-workers.aspx#form6183>.
- [7] Companies can find other jobs, rather than laying off workers, e.g. Construction, Forestry, Mining and Energy Union, "AGL Liddell Plan Ensures Job Security for Over 300 Workers" Dec 2017. <https://me.cfmeu.org.au/news/agl-liddell-plan-ensures-job-security-over-300-workers>.
- [8] Government of Canada, "Task Force: Just Transition for Canadian Coal Power Workers and Communities" <https://www.canada.ca/en/environment-climate-change/services/climate-change/task-force-just-transition.html>.
- [9] Government of Alberta, "New transition supports for Alberta coal workers" <https://www.alberta.ca/release.cfm?xID=48946866B1DC2-B873-AEB5-FC07E467C571A5AF>.
- [10] C. Beach, "What Has Happened to Middle-Class Earnings in Canada? IRPP, March 2017. <http://irpp.org/research-studies/what-has-happened-to-middle-class-earnings-in-canada/>.
- [11] Government of Alberta, "Renewable Electricity Program" <https://www.alberta.ca/renewable-electricity-program.aspx>.
- [12] See Blue Green Canada, "Don't delay: methane emission restrictions mean immediate jobs in Alberta."

Prepared for [Blue Green Canada](#) by David Thompson, [PolicyLink Research and Consulting](#). October 2018.

Appendix 2 - Reception & Conference Agenda

JUST TRANSITION AND GOOD JOBS FOR ALBERTA - 2018



Chateau Lacombe Hotel • Edmonton, AB • FREE

OCT 22 - RECEPTION

► REAL TALK ON JOBS AND JUST TRANSITIONS

6:30pm - 9:00pm: Cafe Lacombe

- 6:30 - 6:55 **Doors open.** Hors d'oeuvres and bar service available
- 6:55 - 7:00 **Welcome, Ground Rules, Introductions.**
- 7:00 - 7:30 **Real Talk on Jobs and Just Transitions.** Real Albertans share experiences and perspectives on jobs in the energy transformation. Invited speakers include reps from building trades, coal power and other energy sector workers, elected representatives, and other special guests.
- 7:30 - 8:15 **Bar Stool Panel.** Union organizers and environmentalist activists and other "experts" debate the realities of just transitions. Invited participants include Scott Lunny, (USW), Cat Abru, (Climate Action Network), Steve Shalhorn, (Labour Education Centre), Keith Brooks (Environmental Defence) among other guests.
- 8:15 ish **Wrap up, Logistics, Schmoozing.**

OCT 23 - CONFERENCE

► JUST TRANSITION AND GOOD JOBS FOR ALBERTA

8:00 am - 4:30pm: Chateau Lacombe Hotel Salon A & B

- 8:00 - 9:00 **Continental Breakfast.** Sponsored by the Alberta Federation of Labour.
- 9:00 - 9:45 **Welcome and Remarks.** Featuring the Honourable Christina Gray, Minister of Labour & Blue Green Canada President Mark Rowlinson.
- 9:45 - 10:30 **State of work and the energy transformation in Alberta.** Featuring Gil McGowan, AFL President and the Coal Transition Coalition.
- 10:45 - 11:15 **What have we learned so far from the Coal Transition?** Featuring input from coal workers and community members.
- 11:15 - Noon **Exploring the federal Just Transition Task Force for Coal Workers and Communities.** Featuring members of the federal Task Force.
- Noon - 1:00 **Buffet Lunch.** Sponsored by the United Steelworkers and Unifor.
- 1:00 - 2:30 **Real talk on real jobs.** Exploring jobs in oil and gas, electricity, manufacturing, infrastructure, transit and transport, and diversify the economy.
- 2:45 - 3:45 **What's on the horizon?** A global to local scan of just energy transitions. Featuring community reps, workers, government reps with local and global perspectives, and a video from Samantha Smith of ITUC's Just Transition Centre.
- 3:45 - 4:30 **Action on coal, getting ahead during the energy transformation, Wrap up.** Let's make the global energy transformation an issue that politicians can't ignore.



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