

Canada Labour Code Reforms:

Building Canada Strong for All - Powered by Canada's Workers: Targeted Second Phase

Dear Labour Program officials,

The Canadian Federation of Independent Business (CFIB) is a non-profit, non-partisan organization representing over 103,000 small and medium-sized businesses owners across all sectors and regions of Canada. About 1,600 are federally regulated. Building on our first submission to the *Canada Labour Code*, provided in June, and our participation in the virtual round tables of May 20 and 21, 2026, CFIB welcomes the opportunity to further share the perspective of small and medium-sized businesses.

Not only do changes to federal labour standards have a direct impact on SMEs in federally regulated sectors but it can also indirectly affect many more down the supply chain. Based on Employment and Social Development Canada (ESDC) own data, about 97.5% of federally regulated employers are SMEs.¹

SMEs face unique constraints when adapting to new regulations including limited human and financial resources. In many cases a small business owner wears many hats, being at once the compliance officer, HR department, salesperson and marketer of their business. They are also very sensitive to cost increases with less ability to absorb new compliance costs. Policy changes should reflect these realities and avoid introducing a one size fits all approach designed for big business and unions.

This submission will cover 4 topics:

- 1) **Section 107 of the Canada Labour Code**
- 2) **The economic impact of strikes and lockouts**
- 3) **Paid medical leave**
- 4) **Wage theft**

Section 107 Should Be Maintained

CFIB continues to support maintaining the authorities provided under Section 107 of the *Canada Labour Code*. While collective bargaining remains the preferred mechanism for resolving labour disputes, the federal government must retain the ability to intervene in circumstances when work stoppages threaten the broader economy, critical supply chains, or the public interest. Section 107 serves as an important safeguard that helps mitigate the economic consequences of disruptions in federally regulated sectors.

Federally regulated transportation and logistics networks, including ports, railways, air and postal services, are essential components of Canada's economy. Labour disruptions in these sectors can quickly ripple across supply chains, affecting businesses and industries throughout the country, including many SMEs.

When asked to estimate the financial impact of work stoppages at CN and CPKC Railways, the BC and Montreal ports, and Canada Post, CFIB members reported a median impact of \$10,000. Manufacturers, wholesalers, agricultural businesses, and other supply chain-dependent firms experienced the greatest losses.²

¹ ESDC stats from: <https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/labour-standards/reports/what-we-heard-modernizing-federal.html> and <https://canadagazette.gc.ca/rp-pr/p1/2021/2021-06-26/html/reg1-eng.html>.

² CFIB, January 2025 Your Voice Survey, Q.9, n = 2,345.

Given the strategic importance of these sectors, **the federal government must retain the ability to act when labour disputes place Canada's economic stability, competitiveness, and supply chain reliability at risk.** Section 107 provides an important mechanism to help restore stability and limit the broader economic harm associated with prolonged disruptions.

Preserving a Public Interest Safety Valve

Section 107 serves as an important public interest safety valve when collective bargaining reaches an impasse, and the consequences of a work stoppage extend beyond the parties directly involved. The provision recognizes that prolonged disruptions can affect workers, businesses, consumers, supply chains, and communities across Canada. The role of the Minister of Labour is not only to put pressure on employers and unions when the situation requires it, the Minister is first and foremost an arbitrator who must put the country's interests above everything else. And if, for whatever reason, it is impossible to adopt a back-to-work legislation, as it is often the case in a minority parliament, recourse to Section 107 must remain a tool available to the Minister.

Small Businesses Are Innocent Parties

Small businesses often bear a disproportionate share of the economic consequences when transportation and distribution networks are interrupted. Delayed shipments, inventory shortages, higher transportation costs, production delays, and lost sales can significantly affect SMEs, many of which have limited financial capacity to absorb unexpected disruptions.

CFIB's research consistently shows strong support among small business owners for measures that maintain the continuity of critical transportation and supply chain services. In fact, **92% of SMEs support designating federally regulated workplaces that are instrumental to the supply chain as essential service providers.**³ We have also received numerous stories (Annex A) and comments from our members (Annex B) about the impact of recent strikes and lockouts on their business. This list was shared with the Senate Committee on Transport and Communications few months ago in the context of their study on labour disruptions in Canada.

Measures to Minimize the Economic Impact of Strikes and Lockouts

While collective bargaining should remain the primary mechanism for resolving labour disputes, additional measures are needed to reduce the economic harm that prolonged work stoppages can impose on small businesses, supply chains, and the broader economy. The federal labour relations framework should include **tools that encourage timely dispute resolution and ensure that broader economic impacts are considered before a general strike can be allowed.**

Earlier Mediation and Intensive Conciliation

CFIB supports measures that encourage earlier intervention through mediation and intensive conciliation. The earlier parties are provided with support to resolve disputes, the greater the likelihood of reaching a negotiated settlement before a strike or lockout occurs. Enhanced mediation services and more proactive conciliation efforts could help reduce the risk of lengthy work stoppages while preserving the integrity of the collective bargaining process. Early intervention would benefit workers, employers, small businesses, and the broader economy by reducing uncertainty and minimizing avoidable disruptions.

Mandatory Economic Impact Assessments

As per our remarks before a Senate Committee on November 5th, 2025, "Recent work stoppages at Canada's ports and railways have had real and immediate consequences on businesses, but "economic harm" isn't a consideration when it comes to maintenance of activities in the scope of the Canada Labour Code as it is written today. It should be. For example, the 2022 West Coast port work stoppage severely disrupted operations for a livestock feed manufacturer and distributor in British Columbia supplying over 141 farms and four retail stores on Vancouver Island (Annex A). The company had to pay carriers to bring in just 1/8th of their regular shipments from suppliers in Alberta and the United States via ferry"⁴ resulting in significant financial loss.

³ Ibid, 92% from CFIB, Your Voice Survey, November 10-28, 2022, n= 2,045 final statistics

⁴ TRCM, CFIB Appearance, November 5, 2025, online: <https://sencanada.ca/en/committees/TRCM/noticeofmeeting/675333/45-1>.

Therefore, CFIB supports incorporating explicit consideration of broader economic impacts into the framework governing major labour disputes. Before a strike or lockout is even allowed, **there should be a mechanism to independently assess the economic consequences of the disruption**. Meaning that if the broad economic consequences would be considered very severe, a general strike would not be allowed. Economic harm to businesses, particularly SMEs, should be recognized as a legitimate public-interest consideration.

Strengthened Maintenance-of-Activities Requirements

If a general strike is even allowed to happen, CFIB recommends implementing measures that ensure the continued operation of essential economic activities during labour disputes in sectors that are vital to Canada's supply chains and the movement of goods, services, and people. Rather than allowing a complete shutdown of critical infrastructure, **strengthened maintenance-of-activities requirements could help preserve a minimum level of operations during labour disputes**. For example, in the event of a port or railway work stoppage, certain functions could continue to operate to support continued flow of trade and reduce supply chain bottlenecks. While service levels may be reduced, maintaining partial operations would help mitigate the significant economic harm that can result from a total cessation of services. Such measures would help reduce the impact of disruptions on small businesses and their employees.

Small Business Impact Consideration

The duration of a dispute should also be an important consideration. Prolonged uncertainty is damaging, making it difficult for businesses to plan ahead, manage inventory, fulfill contracts, and maintain customer relationships. The experience following the suspension of the Canada Post work stoppage demonstrated the challenges businesses face when uncertainty surrounding future labour disruptions persists.

“If the strike continues beyond August, our fall lines/stock will be delayed, significantly affecting our business. We could permanently lose customers along with losing sales for the season.”

— Retail Business Owner, Ontario

For these reasons, **CFIB does not support extending strike or lockout mandates for the entire collective bargaining cycle**. Strike mandates should be as short as possible and must not be used to create uncertainty in the marketplace. Any changes to the existing framework should prioritize certainty, transparency, and accountability while balancing bargaining flexibility with the need to minimize disruption to small businesses and Canada's supply chains.

Accelerated Interest Arbitration in Critical Sectors

A structured path toward binding dispute resolution could be another tool for the Minister of Labour to help limit prolonged disruptions while ensuring that both parties have an opportunity to present their positions before an independent decision-maker. Such mechanisms could provide an important safeguard when negotiations fail and the broader economic consequences become severe.

Paid medical leave

We ask the federal government to revisit the amount of paid sick leave federally regulated small businesses must provide. The leave provisions under the Canada Labour Code are more generous than those in other Canadian jurisdictions and the United States. In addition to statutory holidays and vacation leave, employers must provide five personal leave days (three paid) and ten paid sick leave days. For small businesses (with 100 employees or fewer), consideration should be given to introducing an exemption from the current mandatory paid sick-leave requirement and maybe limiting it to the provision of job protected leave instead.

CFIB further recommends simplifying record-keeping and administrative requirements for small businesses — with 100 employees or fewer — including allowing practical verification tools such as signed employee attestations for shorter absences and additional supporting documentation only where there are concerns about repeated or extended absences. Employers should also be permitted to designate an alternative 12-month period for calculating paid medical leave entitlements where it better aligns with their payroll and operational practices.

Wage Theft

While deliberate non-payment of wages is clearly wrong and should be addressed, applying the label "wage theft" indiscriminately across the board risks oversimplifying the realities faced by small firms.

While large organizations often have dedicated HR, payroll, legal, and compliance teams, many small business owners juggle payroll, sales, hiring, operations, and administration themselves. In many cases, the business owner is working longer hours than any employee and is personally responsible for keeping the enterprise afloat. They have on average a 54-hour workweek.⁵

Additionally, small firms frequently operate under significant financial constraints. Cash flow can be unpredictable, especially in sectors such as construction, consulting, technology, hospitality, and professional services. Clients can delay payments; projects may experience unexpected cost overruns, and economic downturns can quickly threaten a firm's viability. Deadlines for delivering projects and products can also be very tight for a small firm trying to compete with larger employers. As a result, misunderstandings about compensation may sometimes arise simply due to small business operational realities.

The word "theft" implies intentional wrongdoing. While workers should always receive compensation to which they are legally entitled, it does not necessarily follow that every compliance failure should be referred to as wage theft.

Many entrepreneurs invest their personal savings, take financial risks, and often defer their own compensation to ensure staff are paid during difficult periods. In such circumstances, characterizing every payroll dispute as "wage theft" may foster mistrust between employers and employees. A more balanced approach would distinguish between deliberate wage abuse and unintentional compliance failures.

Ultimately, protecting workers and supporting small business success should not be viewed as conflicting objectives. Fair compensation is essential, but so is acknowledging the operational realities of small firms. Policymakers must prioritize **education, compliance assistance, simplified regulations and reasonable opportunities to correct errors before sanctions and changes to the business are imposed**. Above all, the government and labour laws must acknowledge the operational realities and the types of roles and hiring practices of small businesses.

Summary of recommendations:

- Maintain Section 107 of the Canada Labour Code to preserve the federal government's ability to intervene when necessary.
- Require an **independent economic impact study to be conducted** before strikes are even allowed to happen.
- Do not extend the strike mandate for the duration of the collective bargaining cycle as it could prolong uncertainty for businesses and allow industrial action to occur long after the original mandate was obtained.
- Make federally regulated workplaces that are critical to Canada's supply chains essential services.
- Conduct a comprehensive review of the paid medical leave provisions and their impact on small employers.
- Adopt a proportionate and risk-based approach to wage-payment enforcement that distinguishes between deliberate actions and unintentional compliance errors, recognizing that a one-size-fits-all regulatory approach does not reflect the realities of small business operations.

⁵ CFIB, 8-hour work Week release. April 2023, online at <https://www.cfib-fcei.ca/en/media/the-8-day-workweek-small-business-owners-clock-in-59-hours-a-week-to-make-up-for-labour-shortages>.

Conclusion

CFIB appreciates the opportunity to provide further input on potential reforms to the *Canada Labour Code*. Small and medium-sized businesses support fair, balanced, and constructive labour relations, but they also need a federal framework that recognizes their limited capacity to absorb prolonged disruptions, new compliance costs, and regulatory uncertainty.

As the government considers next steps, CFIB urges policymakers to place the realities of SMEs at the centre of any future changes to the labour code. Doing so will help workers, employers and small businesses across the country.

We remain available in the event you have any questions.



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Annex A: Small business owners' realities during work stoppages

BC Port Strike Stories

A commercial feed mill on Vancouver Island. They supply 141 farms and four retail stores, providing about 70% of the island's animal feed. When rail service was disrupted, shipments fell to just one-eighth of normal capacity, **resulting in an estimated 80-85% monthly revenue loss**. The sudden reliance on costly ferry and deadhead truck hauls left many farms without affordable feed, jeopardizing livestock welfare, local food production, and the economic stability of Vancouver Island's agricultural sector.

- Agriculture Business Owner, British Columbia

A small marine supplier in Ontario faced a 2-3 month delay in shipments through a British Columbia port during the critical spring sales season. The delay prevented timely product delivery and resulted in an **estimated \$15,000 in lost revenue**. Beyond the immediate financial hit, the disruption weakened customer confidence and constrained the business's ability to meet seasonal demand in a time-sensitive industry.

- Retail Business Owner, Ontario

A livestock equipment manufacturer faced severe delays when a 20-foot container of prepaid goods sat idle at a British Columbia port during the strike. The shipment, destined for a hog farm project, was delayed for nearly seven weeks—forcing the farmer to halt construction, incur **over \$9,000** in extra labour and contractor costs, and disrupt multiple trades. The manufacturer absorbed significant administrative strain managing logistics and client impacts, while the delay jeopardized future contracts and exposed how supply chain breakdowns in one province can ripple across Canada's agri-manufacturing economy.

- Manufacturing Business Owner, Ontario

Annex B: Small business owners' comments during the BC port strike

In a CFIB survey conducted in January 2025, business owners were asked to share their views on work stoppages' impact on their business, including an estimated amount for its cost (losses incurred). The comments below are presented in the language in which they were originally submitted.

Members' comments on the impacts or potential impacts of the BC Port Strike	Province	CFIB Major Industrial Sector
Certain products we sell and install come through BC ports. This would limit what we can sell and produce a decline in revenue.	Ont.	Retail
We will have delayed delivery on goods coming through BC ports, we will have to make alternate arrangements for goods to circumvent BC ports, either using air shipments, or coming through US ports. May have to air ship in replacements for goods caught in the BC ports.	Ont.	Wholesale
Half our product comes through that port. Half the deliveries, half the revenue.	Alta.	Retail
Our vendor shipments are stuck in port and will arrive to us past our selling period. Lost revenue will force a decrease in donations and employee hours.	Ont.	Retail
I rely on products getting from the border to our suppliers so I can get products my clients want and need for their houses. It directly affects my business.	B.C.	Retail
We purchase materials for our business including steel, aluminum and some plastics. These materials are generally not in stock so need to be brought in via the port.	Alta.	Manufacturing
Some of the agricultural equipment we install will be held up in shipments causing delays in barns being able to open and run on time.	B.C.	Unclassic & IVMs
Raw materials for our business could be restricted or delayed. Finding alternatives may be difficult and costly.	Alta.	Construction
Construction materials and home products, equipment not making it to our suppliers.	Ont.	Construction
Parts are shipped from overseas; we will have a supply shortage unable to fix vehicles driving prices up even more.	Sask.	Personal, Misc. Services
As one of the key points of entry for foreign goods shipping times and cost of those products that our business relies on will be impacted. Even domestic suppliers that use components from China are being forced to wait already further disrupting the supply chain.	N.S.	Retail
If goods can't get to other businesses, they may end up having to reduce their hours, close operations, layoff employees etc. which in turn impacts our overall economy, spending, consumer confidence etc. The port needs to be re-opened and goods moving again!!!!	B.C.	Construction
It creates a shortage of components required to complete truck equipment builds that are already 2 years behind because of COVID.	B.C.	Manufacturing
Imports of footwear and clothing arrive at the BC port. Back to School/Fall is a shorter season and any delays in supply chain will adversely impact sales. This happened for 2 years + during COVID and we can't afford to lose another BTS/Fall sales season.	Ont.	Retail
If the strike continues beyond August, our fall lines/stock will be delayed, significantly affecting our business. We could permanently lose customers to other stores along with losing sales for the season.	Ont.	Retail

Raw material container delays.	Ont.	Manufacturing
Customers will have long backorders for products and may cancel their orders.	Ont.	Manufacturing
Some imports of our basic ingredients and supplies come in via BC ports and even those that don't will likely see a price increase even if not directly affected.	Ont.	Manufacturing
We import product from overseas. The strike directly affects the container movement of our goods. We have 3 shipments on the way with no way of knowing when the cargo will move and we have firm orders from clients who are also stuck with us on this issue. No product may lead to slowdown in production which has other lingering effects.	Ont.	Unclassic & IVMs
It will delay raw materials arriving to us which will in turn require us to shut down our production and lay off employees as will not have cash flow to pay them if we are unable to ship to our customers due to reduced production.	Ont.	Manufacturing
More product shortages = higher prices.	Alta.	Hospitality
We have several containers from China that are imported to land in BC then travel by rail to the Waterloo location. This is a significant problem as they are already on the water and cannot be re-routed and the items on the container are for summer use, custom made products for resorts that needed them weeks ago and we may not get paid until they are delivered and they may not reorder or want to order because it is so late.	Ont.	Manufacturing
We rely on our suppliers who receive shipments from overseas. If they don't receive their parts for manufacturing, I don't have products to sell.	Ont.	Manufacturing
All goods sold by us are imported mostly from Asia. Our supply chain will be severely disrupted if the strike lasts more than a few weeks. Our suppliers are just recovering their inventories from massive depletion during Covid. Our industry would suffer dearly if shipments for fall delivery on not made a timely manner.	Ont.	Wholesale
Delay in getting products from suppliers. This will cause a major disruption and delay in delivering orders to our customers along with the possibility of losing customers.	N.S.	Professional Services
We import a significant number of raw materials for our manufacturing facilities. In most cases, these materials can no longer be sourced from North America. Though we maintain several weeks of inventory on hand to mitigate the consequences of supply chain disruption, a prolonged strike in BC's ports could cause us to have to shut down manufacturing until which time supply chains can be restored.	Sask.	Manufacturing
It's going to affect our supply chain issues for parts and products we need in our manufacturing. It will affect my customers who will also have supply chain issues that will lead to my accounts receivable escalating as payments will slow down again.	B.C.	Manufacturing
We have switched to offshore our raw materials to recover from the impacts of COVID. Now a port strike puts access to that investment on hold.	Ont.	Manufacturing
We will not be able to repair vehicles as parts will be harder to obtain.	Ont.	Retail
If parts are unable to arrive, we're unable to finish customer jobs causing loss of work for our business.	B.C.	Personal, Misc. Services
We depend on offshore parts supply to carry on our business, anything that disrupts the supply needs we cannot do any business as we need the parts to generate sales.	Alta.	Personal, Misc. Services

Our clients will not have the materials they need to support their businesses resulting in their inability to pay us. There will be a chain effect on everyone in business at some level. We have had enough challenges in business without this disruption.	B.C.	Social Services
We import and receive products on container ships. Any delay in port causes lack of product availability to customers, loss of sales income and extra storage charges. The only good thing is that we don't import perishable goods. I feel sad for those that do.	B.C.	Retail
We receive some raw materials and resale items via the ports, and we also have international customer who ship their orders via ocean, many of which route through Vancouver.	Alta.	Natural Resources
Fertilizer components will not be available, so fertilizer will either be in short supply, or the price will go way up. But our prices to our customers are already set for the year and cannot be changed. We will have to absorb the increase or risk losing customers if we cannot provide the contracted services.	Ont.	Construction
60% of our materials come in through that port, as well as when the last disruption happened, the train yards, ports, etc. were so backlogged, we incurred significant charges associated with the additional storage, increase in driver compensation, etc. The costs were 6 figures for a small business. We cannot survive another incident like that and maintain current staff levels.	Ont.	Manufacturing
We have a lot of imports (containers) heading to that port. If they need to be rerouted, we have a lot of extra costs to the shipment. If it does not arrive, we will have large multimillion dollar projects come to a grinding stop.	Ont.	Manufacturing
Products we sell come by container ship. With containers being stuck at the port, it does not allow us to have product to sell. If we have to divert containers to another port (such as SeaTac), our costs increase and therefore we have to raise prices. This leads to inflation!!!	B.C.	Wholesale
Possible reduction to access of supplies if supply chain for item passes through a BC port. Will impact clients who rely on shipments in or out of port and this may cause client to defer engaging our firm to perform work for them or delay payment to my firm if the client encounters cash issues if their revenues fall should they not be able to complete sales while goods are tied up at the port.	B.C.	Professional Services
We purchase some medical supplies and equipment upgrades and maintenance items that are imported. While the medical supplies can be obtained from the US (avoiding ports), this comes with a considerable cost increase. Some of the equipment could probably be flown in, but, again, this would add to the cost.	Alta.	Professional Services
Most of the items that we use come to us from overseas. As this is the largest closest port to us, this will significantly impact what we have access to sell.	Alta.	Construction
I have a lot of clients that import goods that they resell. If they can't get their goods, they can't sell them. As a result, they lose revenue which means my bookkeeping business loses revenue. Since they are needing less of my services, this decreases my revenue which decreases my ability to pay my expenses and my debts, and my existing staff. Altogether, this ultimately leads to having to lay staff off and fault on debts.	B.C.	Professional Services
We will not receive specific food items necessary for us to fulfill items on the menu in our restaurant. We've been dealing with these sorts of challenges since COVID and in the past few months have finally noted stability. In the past, we changed our menu due to not being able to get certain product. It reduces business as people stop coming when they can't get what they want.	B.C.	Hospitality

Many raw materials and finished goods arrive from Asia via BC so the supply chain, which is already strained, could get even worse once again.	Ont.	Retail
Most of our products are sourced in North America. When imports to our competitors are suspended, it negatively impacts our domestic supplies as competitors scramble to fill their shelves with product they don't normally sell.	Ont.	Retail
Items we purchased directly from Asian supplier which are shipped by sea freight may be delayed. Items purchased from American suppliers which originate overseas, or which may contain a part or ingredient which originates from overseas may be delayed. Eventually, this could force us to cut back or curtail production.	Ont.	Manufacturing
Disrupting the supply chain. Main source of inventory is overseas.	Alta.	Retail
Most of our products are purchased out of country, and we rely on ocean shipments.	N.B.	Retail
My clients will not be able to operate at full capacity and will therefore drop their need for temporary fulltime employees, which will be a drop in revenue for our business as we are a temporary employment agency.	Ont.	Professional Services
Most automotive parts are made in China. We cannot service vehicles if the supply chain is broken or delayed.	Ont.	Retail
We are an exporter of soybeans using containers to Asia and no longer can load containers for rail to Vancouver. Our customers will experience production delays, and we will have employees that do not have work as our processing will come to standstill. Our trucking partners will no longer have work to deliver the containers to the railroad in Toronto.	Ont.	Wholesale
We have grain shipments going to container stuffing facilities in Vancouver area which will create delays for ourselves and our customers and potential contract defaults at the overseas end users which would hurt us financially.	Man.	Agriculture
We have goods at the ports that are just sitting there, waiting to get on rail to Toronto. Beyond frustrating as we have orders for these goods, and no stock in our warehouse. We are a tourist business and July and August are our busiest months so not being able to get our goods affects our sales and staffing.	Ont.	Wholesale
I am a book retailer. Most books are printed overseas and then imported into the country and come through the Port of Vancouver so depending on how long things go, there might be significant impacts on book publishing dates and my ability to get in new stock to sell.	B.C.	Retail
We know today that Paper Excellence cannot ship newsprint to us from its mill on Vancouver Island. We do not know how the strike will affect other suppliers from inks to printing plates, etc. or how it may affect our advertisers who can't put patio furniture on sale if it can't get through the port to the store.	Alta.	Manufacturing
If our shipments are delayed this will result in material shortages, which will result in larger labour cost to complete a project. Slow down production on projects which will have a negative impact that may result in layoffs.	Ont.	Construction
My business is a healthcare service, so perhaps supplies may be impacted.	Ont.	Social Services
We have goods coming in from overseas that is expected to be in BC this week. We have customers waiting for us to manufacture but we can't without the materials.	Ont.	Manufacturing
Vancouver port is our port of entry for all supplies from the Pacific, Asian regions. Currently have 1 shipment stuck at this port.	Ont.	Manufacturing

We will not be able to get our goods that are shipped to the port of Vancouver. Without goods we cannot operate. We will have to let go of all our staff and possibly close our store and if that happens, we will not be able to pay our bills or for food or anything else.	Alta.	Wholesale
As a distributor, we can't sell what we don't have. If goods are delayed in port, sales will be significantly reduced or delayed. Shortage of inventory stimulates inflation. Transportation delays will be a significant negative impact on our business, our supplier's businesses and our customer's businesses.	Ont.	Wholesale
All the float glass for making sealed units is imported from China - supply chain issues - most of the window hardware and door hardware is manufactured in China, aluminum sill, so many components hard to list them all - unable to ship minus glass for windows and locks for doors.	B.C.	Manufacturing
It will definitely affect our supply chain. Upwards of 80% of our consumables and resell items are imported and come in through that port. This will lead to more inflation and lost sales.	Alta.	Enterprises & Admin. Mgmt.
We do courier deliveries for the steam ship companies the customs brokers and the freight forwarders. Our B2B business will drop significantly. Historically, when a strike happens, we don't recover quickly. The strikers may get a paycheque, but we don't. Strikes are an out-of-date way to manage, and we just got through the Federal strike in the recent past strikes are detrimental to the customer who is going to really pay after the strike. I'm so tired of strikes. Every one that works for me just look at them as a detriment to their ability to earn.	B.C.	Transportation
I supply staffing solutions/recruitment so my clients' businesses will likely see the slowdown which will delay or eliminate the need to hire more staff.	Ont.	Social Services
Steel products we need for our business - no material, no supply, no work. Cripple us further, debt is already out of control.	Ont.	Construction
You can't run a business without the supplies, that causes inflation...	B.C.	Hospitality
Our materials and items necessary for production come from this port. It would make parts of our business shut down.	Alta.	Manufacturing
Materials for our product may not be available and therefore I won't be able to deliver completed product which affects are revenue stream tremendously. Or the cost of those goods will increase causing me to have to increase my prices which is not good right now as people have stopped spending due to the interest rate hikes and my business is suffering because of this.	Ont.	Construction
Supply chain input will be stopped. For us, it will result in more inflation due to lack of supply if goods overall for all the country. The old rule of supply and demand will be there to teach us yet again!	Ont.	Retail
Certain food products that are not coming off ships, like pineapple from the country of Taiwan, will eventually run out at the warehouses.	B.C.	Hospitality
Products that I need come through this port, which will make it impossible to complete jobs in a timely fashion. This can result in legal battles.	Ont.	Construction
Goods and raw material coming by sea which we use in manufacturing will get delayed due to supply chain issues and cost may go up which will dent the business further, we will not be able to provide customers the products on time.	Ont.	Social Services
We have containers coming into BC, one is already stuck in port.	Ont.	Wholesale
Almost all home electronics come through these ports. We must bring in inventory for the last quarter in August. After COVID, if we lose the last quarter, we may not survive.	Ont.	Retail

A huge amount of goods come through this port to be used across Canada, the prices of products are sure to rise because of shortages caused by the strike.	Ont.	Construction
Clinic supplies may become difficult to obtain.	B.C.	Social Services
We buy raw materials from our distributor in Vancouver. Those materials come from overseas. If it's held up so our distributor is unable to receive what we need to keep our business going, we are back to the pandemic and unable to get materials in a timely manner, if at all....	B.C.	Manufacturing
We rely on imported fresh/perishable produce. We will have to revamp/reduce our product offering as items become unavailable or are priced out of the realm of reason.	B.C.	Retail
May impact the supply of our heart rate monitors.	Ont.	Arts, Recreation & Information
we will potentially fail to deliver our customers; since we are a seasonal business (winter sports), this loss is irrecoverable.	Que.	Manufacturing
Contribute to the shortage of electronic components which we require in our production processes.	Ont.	Natural Resources
We do not receive inventory for our store from overseas/shipping containers. We were more affected by the severe flooding last year in BC that disrupted ground transport. However, items carried by wholesalers that we purchase from within Canada that are imported from overseas may be affected. We may see supply shortages from our wholesalers in a few items.	B.C.	Retail
Might slow access to parts, etc. needed for equipment repairs.	Ont.	Agriculture
The cost of shipping will increase and be delayed. We have had to receive our shipments via air instead of shipping container and the costs are mounting. The rising costs of everything is making it nearly impossible to maintain a profitable business and keep the doors open.	Ont.	Retail
Nous allons perdre des contrats et du profit vu l'approvisionnement difficile de nos matières premières.	Que.	Manufacturing
Approvisionnement de matières premières commencent à se faire sentir déjà.	Que.	Manufacturing
Problème d'approvisionnements en matières premières. Probablement un remaniement complet de notre menu si certains produits sont impossibles à se procurer.	Que.	Hospitality
Notre entreprise importe de la marchandise de l'Asie pour le secteur de la chasse, pêche, plein air donc puisque ces secteurs d'activités sont spécifiques à certaines périodes de l'année. Si nous n'avons pas notre marchandise à temps, nous perdons 1 saison soit 1 an avec de l'inventaire qui dort dans l'entrepôt. De plus, tous nos clients sont aussi touchés, car ils n'ont pas les articles prévus pour vendre dans leur commerce. Il serait temps que le gouvernement adopte une loi, car nous ne sommes pas le seul importateur qui fournit plusieurs entreprises à travers le Canada.... Pas de marchandise = pas de ventes et si on ne vend pas, pas d'argent pour payer nos dettes ni donner des augmentations de salaire à nos employés donc nous les perdons et les employés sont rare.	Que.	Transportation
Certaines marchandises n'arriveront pas à temps pour les dates de livraisons à nos clients ce qui enclenchent un retard sur notre ligne de production. Par exemple, pas de bois pour faire les caissons alors pas de livraison à la date souhaité par nos clients.	Que.	Manufacturing
Difficulté d'approvisionnement de certain produit auprès de nos fournisseurs.	Que.	Retail

Impact majeur sur la marchandise qui doit arriver à des dates exactes, car ce sont des événements ponctuels qui ne se reproduisent pas dans le temps.	Que.	Arts, Recreation & Information
Our product is people (service providers). However, our supplies come from various places, and I don't know where our distributors get them (via BC port or LA).	Ont.	Social Services
Marchandises retenues. Tout mon matériel (ou presque) vient du Pakistan, de la Chine, etc. Sans matériel (je suis une école de karaté), je ne peux vivre de mon entreprise.	Que.	Arts, Recreation & Information
Ingredients and items shortages mean that we will not be able to prepare all of our recipes, therefore affecting sales downward.	N.B.	Manufacturing
Hausse de coût de la denrée alimentaire. Par exemple, certains articles sont hors stock à Costco et je dois me procurer autre chose.	Que.	Hospitality
It will affect our business with obtaining materials either directly or indirectly. If product for manufacturers is not available, then there will be added delays in them being able to make products for use. For instance, breakers, panels, other electrical equipment.	Ont.	Construction
Nous vendons des produits importés qui sont achetés selon nos budgets/ventes. Avec une autre disruption d'inventaire nous allons perdre des clients surtout américains, donc moins de revenus pour le Canada.	Que.	Manufacturing
Des commandes de matériaux sont coincées pour une période indéterminée, nous devons réaliser des chantiers avec des produits similaires et seront pris avec le stock lorsqu'il arrivera.	Que.	Retail
Moins de marchandises à transportées. Difficultés d'approvisionnement de pièces et équipements.	Que.	Personal, Misc. Services
We count on packaging supplies from Canadian distributors that buy in bulk from overseas companies.	Ont.	Arts, Recreation & Information
100% of our imported goods come through the Vancouver port. It is business critical that the supply chain remain fluid. An extended strike can be catastrophic to our business and customer relationships.	Ont.	Manufacturing
It will affect our business as we buy material, and the suppliers say we have to wait on certain products as they are on back order due to the strike in BC. This in turn affects productivity of completing projects on time.	Ont.	Construction
Supply chain delays, product back orders re: the availability of certain prescription drugs and other over the counter products specific to the veterinary profession.	Que.	Personal, Misc. Services
We are an automotive service garage and rely on a lot of replacement parts which come through this port. As our location is in Muskoka Ontario, the bulk of our business is during the busy summer cottage season when the area population more than doubles. With parts shortages once again looming (previously from COVID manufacturing shutdowns), we are greatly concerned of our possible revenue loss.	Ont.	Personal, Misc. Services
I own an ethnic restaurant so most of my supplies are brought from out of the country. This will significantly affect my business.	Ont.	Hospitality
Approximately 40% of our business is shut down due to the strike. We are an importer, and the BC ports are crucial to our business. This is far worse than the pandemic lockdowns!!!	Ont.	Manufacturing

Our materials are either stuck on vessels or in port. Delays times have significantly affected our business in that we cannot maintain &/or schedule contracts due to material shortages now created by delays in receiving them through the ports of BC. If this continues, they will effectively shut down small business that rely on efficient and seamless transportation services throughout Canada. Over the past 2 or so years, the cost of transportation has significantly increased, along with weather events (shutting or impacting rail) and diminishing service quality/standards has severely impacted small business that rely on this industry to stay in business.	Ont.	Construction
Delay in getting tires out of port and on rail. This means late delivery impacting our stock levels and loss of sales and revenue.	Ont.	Retail
We are a distributor of solid surface /we have commercial jobs i.e. medical clinics/ long term care homes that have specified our product. If we cannot fill these orders, we will lose business that we worked years to attain- and more importantly lose the confidence of the architect who will not want to specify us in the future. This could destroy our business! Need the ports opened asap every day we are losing money.	Ont.	Retail
We are a trucking company. This could possibly reduce our revenue by reducing the number of products we are shipping... Also, it could cause significant impact on parts for repairs to our equipment.	N.L.	Transportation
It might depend on where repair parts for our vehicles come in as that is one of the major issues we already face.	Ont.	Transportation
Plus difficile d'avoir des pièces de rechange pour mes véhicules de locations et augmentation des prix de tous les produits et services en général.	Que.	Arts, Recreation & Information
The strike will affect our business if products are not received at the port or if they are not distributed in a timely manner. This will result in delays and price increases that negatively affects everyone.	Ont.	Construction
Nous sommes dans le domaine de la finition de plomberie et beaucoup de produits proviennent de la Chine (il n'y a pas grand-chose fabriqué au Canada - plutôt beaucoup d'assemblage). Ainsi, les retards d'approvisionnement créeront des dommages irrécupérables dans les ventes, dans les remises de maisons en construction, etc. Juste à penser à la logistique au niveau du transport ferroviaire après le règlement du conflit. Ils n'auront pas assez de plateforme de train pour approvisionner vers l'est... Comme c'est arrivé la dernière fois, ça avait pris 3 mois pour un container vers Montréal à partir de Prince Rupert (si je me souviens). Ça sera pire cette fois-ci.	Que.	Wholesale
Any electrical products manufactured outside North America will affect our business.	Ont.	Construction
Won't be able to get parts, marine motors and accessories for my business to stay operational and I'm sure it will cause an increase in my costs and wait time will be increased.	Ont.	Personal, Misc. Services
Augmentation des couts de marchandises et de matières premières, les compagnies et fournisseurs de produits pour les spas/soins/équipements ont plus que doublés. Et nous ne pouvons augmenter nos prix en conséquence, car ça affectera la clientèle qui ne viendrait plus et en écope.	Que.	Personal, Misc. Services
Difficulté d'approvisionnement pour les produits en provenance de Chine tel pots et articles de jardinage.	Que.	Agriculture
Retard et/ou marchandise à suivre de nos produits provenant d'Asie (ex: gants de nitrile/vinyle) ou d'Australie (gamme épilatoire).	Que.	Wholesale

We have a shipment arriving there next month, we need the goods to be cleared. There are probably storage costs that will pile up if we don't receive goods and we will have customers waiting on goods so delay or loss of sales.	Ont.	Wholesale
Every week of strike costs me \$ 4,000.00, as Canadian/ US Materials are 2X the price, we need the lower costs to recover and can't afford this.	Ont.	Manufacturing
We had an export freight delayed by this strike; customer was disappointed but had no choice. This also make less opportunities of us to get continuously order from overseas customer.	Ont.	Manufacturing
Plusieurs de nos produits spécialisés transitent par ce port puisqu'ils viennent de Nouvelle-Zélande ou encore du Japon. Il y aura donc de grand retard de livraisons et des pertes de ventes puisque nous n'aurons pas nos stocks pour les périodes au fort achalandage.	Que.	Retail
We deal/ sell with a lot of products that come in container ships. Power tools used by contractors in construction. If product is unavailable, the jobs will be delayed & these delays cost extra. It trickles down the line.	N.L.	Retail
We will be receiving product late that should already be in our store locations...OR in our stores very soon. This will affect being able to sell that product, missing the window for when people shop for certain products.	Ont.	Retail
My supply chain has been disrupted again! Vendors have containers in port that they are not able to access with materials we need for manufacturing.	Ont.	Manufacturing
These strikes reflect badly on Canadian exporters. My distributors are frustrated hearing about strikes - we try using different ports which leads to longer deliveries (longer time on the water with extra stops). We ask our distributors to order earlier to maintain inventory however that means they must pay sooner - leads to out of stocks, and potential for them to source products from other countries. Please do something quickly!	Ont.	Retail
Our metal spindles will be delayed.	Ont.	Construction
We are an online store that ships daily. This holds up multiple shipments. Whenever one part of the supply chain stops there is a ripple effect to efficiency across the network and prices typically go up. Any supply chain disruption costs all small businesses in their bottom line. We cannot depend on ship times, and all prices go up for our customers costing us sales.	Ont.	Personal, Misc. Services
Medical supplies are already in short supply. The strike will lengthen the time where supplies can be received. The lack of these products can mean life or death if the individual needs them to survive.	Ont.	Retail