Proposed **Resolutions**

Build bargaining power and one collective agreement

Resolution 1

Submitted by the CSWU Local

Subject: Resisting Attacks on Labour Rights

HEU Will: Work with affiliated unions, federations of labour and allies in the fight for labor rights.

Because: Workers have a right to a free and fair collective bargaining and to push back against external interventions in collective bargaining and attacks on the rights of equity deserving communities.

Supporting an affiliated union in their political action strengthens the collective goal to protect the right to strike, defend freedom of association and safeguard human rights against attacks.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 2

Submitted by the FHA Support Services Local

Subject: Mental Health and Workplace Violence Prevention

HEU Will: Amend the occupational health and safety policies to demand that health employers provide mandatory, paid mental health first aid (MHFA) and advanced trauma-informed de-escalation training to all joint occupational health and safety (JOHS) committee members and worksite shop stewards.

While the union forced the employers to offer better benefits and recognize mental health, the internal union policy has not yet been updated to mandate standardized, advanced peer-support training for its own activists.

Right now, employer-provided violence prevention training is often a generic online module or a standard checklist. It rarely teaches true, trauma-informed peer support.

HEU shop stewards and safety reps on the floor are dealing with members facing extreme burnout and trauma every single day, but they are not systematically trained in certified MHFA.

Because: Psychological injuries, burnout, and frontline workplace violence have reached critical levels across B.C. healthcare facilities.

Current employer-provided safety training often focuses heavily on physical protocols while failing to address the mental health crises and trauma experienced by staff.

Empowering shop stewards and JOHS members with certified mental health training ensures immediate, effective peer support and stronger enforcement of safe working conditions on the floor.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 3

Submitted by the Glenbrook Local

Subject: Long-Term Disability (LTD) Coverage for All HEU Members

HEU Will: Advocate to secure long-term disability (LTD) benefits for all HEU members in the private sector so that they are comparable to those provided under the Facilities Bargaining Association (FBA) collective agreement.

Because: HEU members perform essential healthcare work regardless of sector and deserve equitable access to income protection when illness or injury prevents them from working. Many private sector members do not have access to LTD benefits comparable to those available in the FBA, creating significant financial hardship for workers and their families during periods of prolonged disability. Providing equitable LTD coverage supports fairness, financial security, workforce retention, and respect for all healthcare workers.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 4

Submitted by the Kamloops/Thompson Local

Subject: IMIT/Digital Health Shop Stewards

HEU Will: Allow specific shop stewards who understand the corporate environment of Information Management and Information Technology/Digital Health (IMIT/DH) and Accounts Receivable (AR) who live/work in other locals to assist members from across their health authority to deal with member needs.

Because: The HEU should have dedicated shop stewards who work exclusively with corporate members to ensure that workers' concerns are effectively communicated and addressed at the highest levels. These specialized stewards can build consistent relationships with corporate leadership, understand company policies in depth, and advocate more strategically for employee rights and workplace improvements. By

focusing solely on corporate interactions, they can streamline negotiations, respond quickly to systemic issues, and ensure that union voices are represented in key decision-making processes.

The generic shop steward training does not cover the corporate environments of IMIT/DH and AR and it take a certain knowledge and skill set to properly represent members who work in these areas and currently the shop stewards are not knowledgeable enough to deal with these situations.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 5

Submitted by the Morgan Place Local

Subject: Expanding Special Leave to Cover Member well-being and personal crises

HEU Will: Negotiate and protect collective agreement language that allows members to use their accumulated paid special leave for unexpected personal emergencies that impact their health, safety or well-being so that members especially single parents and those without local family support system are not forced to exhaust their vacation time or take unpaid leave during a crisis.

Because: Right now, special leave can usually be approved, if your child or spouse is sick, but you are barred from using it for yourself when you are dealing with severe stress or crisis related to your own well-being. Members shouldn't have to be less important than their family members when it comes to mental and physical health emergencies.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 6

Submitted by the Provincial Executive

Subject: Preventing workplace injuries through stronger WCB enforcement

HEU Will: Continue to lobby Workers' Compensation Board of B.C. and the provincial government to strengthen injury prevention and enforcement by ensuring that when a worker is injured, the workplace hazard that caused the injury is identified, corrected, and prevented from causing harm to other workers through stronger inspections, worker engagement, employer accountability, and enforcement of occupational health and safety regulations.

Because: While B.C. has some of the strongest workplace health and safety laws in Canada, workers are still falling through the cracks.

The root causes of injuries are not being properly addressed, and unsafe conditions remain unresolved even after harm, such as work-related injury and illness, has occurred.

Moving forward, the Workers' Compensation Board must:

- Engage employers directly and enforce existing regulations;
- Close the loop between injury claims and workplace conditions;
- Verify stated corrective actions have been effectively implemented; and
- Ensure any underlying issue is identified, addressed, and prevented from happening again.

It is unacceptable for known hazards to continue harming multiple workers. The gap between policy and practice is the problem we need to solve.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 7

Submitted by the Provincial Executive

Subject: Wildfire Assessment & Health System Resilience

HEU Will: Call upon the Province of British Columbia to ensure that any review of the 2026 wildfire response includes a comprehensive assessment of the health care system-wide response to natural disasters, including emergency preparedness, interagency coordination, evacuation planning, surge capacity, continuity of care, communications, and support for vulnerable populations.

HEU will call on the province to work with health authorities, local governments, First Nations, emergency management agencies, and health care providers to identify lessons learned and implement improvements to strengthen health system resilience and readiness for future climate-driven emergencies.

Because: The 2026 wildfire season forced thousands of people from their homes and rapidly expanded, creating unprecedented demands on emergency and public services.

HEU members played a key role in evacuating residents, even when their own homes were under threat.

Premier David Eby acknowledged that the speed and scale of the wildfire created significant pressures on services that were not fully prepared to respond during the critical first 48 hours of the emergency.

Major wildfire events place extraordinary demands on the health care system, including emergency medical services, hospitals, primary care providers, public health authorities, mental health supports, long-term care facilities, and patient transportation services.

Timely coordination across the health care system is essential to ensure continuity of care, protect vulnerable populations, support evacuations, and maintain access to critical services during large-scale disasters.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 8

Submitted by the Provincial Executive

Subject: Gender-based analysis of the PPE Regulation

HEU Will: Support application of gender-based analysis of the personal protective equipment (PPE) regulation including for respirators, eye protection, face shields (focus for biological hazards), and relational security officer (RSO)/protection services officer (PSO) equipment such as protective vests, and duty belts, in addition to the BC Federation of Labour recommendation to support the application of gender-based analysis to the workers' compensation system.

Because: PPE is typically manufactured to fit Caucasian male proportions.

Body size and gender need to be considered when employers select and purchase PPE to ensure correctly sized and fitting PPE works for all body shapes and sizes.

Proper sizing and fit of PPE matters. Improperly fitting PPE may not provide effective protection.

A 2022 report from the Canadian Standards Association Group found that a significant number of women reported problems with their PPE including improper fit, discomfort, and inadequate availability.

The Workers' Compensation Board has proposed amendments to the PPE regulation to address standard of fit, and ensure all workers use PPE that fits properly.

More than half of HEU membership identify themselves as women.

During COVID-19, HEU members experienced situations where goggles, face shields, and respirators failed to fit them comfortably and securely. Poorly fitting PPE created gaps in protection, and necessitated frequent adjustments, which resulted in increases risk of exposure to COVID-19 while caring for patients, residents, and clients.

The Workers' Compensation Board must apply a gender-based analysis to its legislation and policy, including for PPE, to ensure a diverse workforce is equally protected from exposures and injuries.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 9

Submitted by the Provincial Executive

Subject: Precautionary Principle in Exposure Control Plans

HEU Will: Continue to lobby government and the Workers' Compensation Board, and support the BC Federation of Labour's efforts, to review the requirements for chemical and biological agents parts 5 and 6 of the Occupational Health and Safety Regulation with particular focus on exposure control plans based on the precautionary principle to eliminate risk of exposure to chemical agents, including non-prescribed opioids and other unregulated substances.

Because: Healthcare workers can be exposed to various forms of chemical agents, including non-prescribed opioids and other unregulated substances, during work tasks in both hospital and community settings.

Exposure results in short-term adverse health effects. The long-term health effects are largely unknown.

Stronger regulation and enforcement is necessary to ensure protective action against this workplace hazard is taken even before there is full scientific certainty or proof of harm.

Applying the precautionary principle means to require proactive steps to eliminate the potential for exposure to unregulated substances whenever possible and to provide the highest level of protection when exposure risk may still be present.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 10

Submitted by the Provincial Executive

Subject: Presumptive Coverage for Psychological Injuries to All Workers

HEU Will: Continue to support the BC Federation of Labour in lobbying the government to expand presumptive coverage for psychological injuries to all workers in B.C., and

Continue to support the BC Federation of Labour in lobbying the government to amend the Workers Compensation Act Section 135 to remove barriers for workers filing claims for psychological injury

Because: In May 2018, amendments were made to the Workers Compensation Act, to include a presumption for psychological injury for workers who experience a work-related traumatic event or events for a limited list of eligible occupations, defined strictly by the regulation.

Initially, only correctional officers, sheriffs, firefighters, police emergency medical assistants (paramedics) were listed as eligible occupations.

In 2019, presumption was expanded to include nurses, publicly funded health care assistants (HCA) aides, wildland firefighters, and dispatchers.

In 2024, presumption was expanded again, adding 11 new occupations including harm-reduction workers, transition house workers, and social workers. However, many HEU occupations, such as relational security officers (RSOs) and health care assistants in the private sector, must still prove causation, even if they are exposed to the same traumatic event.

While we applaud the government for these changes, HEU believes presumptive coverage needs to be expanded to all workers.

Experiencing a traumatic event can happen to any worker at any time, so the worker's occupation should not determine how the system will treat them. And the system should treat all workers the same when it comes to mental disorders arising from traumatic events.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 11

Submitted by the Provincial Executive

Subject: Advancing Safer Union Spaces

HEU Will: Build on Resolution 78, the union safer spaces initiative, the conflict resolution pilot Project and the recommendations of the constitutional review committee to develop a coordinated, trauma-informed framework for preventing and addressing conflict, harassment, discrimination, sexual and gender-based violence in union spaces.

Develop clear pathways for prevention, early resolution, reporting, member support and accountability, and align the union safer spaces work with HEU's conflict-resolution processes, Article 19, codes of conduct and other relevant policies and processes.

Continue developing and evaluating appropriate policy, education, support and navigation tools, with implementation to happen when appropriate training, resources, governance and safeguards are in place.

Examine violence and harassment in online union spaces and develop appropriate prevention, supports and organizational responses.

Report to the 2028 HEU convention on progress, implementation and further recommendations.

Because: Resolution 78 committed HEU to addressing sexual violence and sexual misconduct in union spaces, and HEU has since undertaken research, consultation and development of potential policies, education and member supports.

The constitutional review committee's recommendation 3C calls for comprehensive, trauma-informed approaches to conflict resolution and accountability.

The conflict resolution pilot project has identified the need for clear, transparent and consistent procedures for addressing member-to-member conflict.

These initiatives demonstrate that members need clear and coherent pathways to support and resolution, rather than multiple disconnected processes.

Violence and harassment can occur in both physical and online union spaces, requiring approaches that reflect how members participate in their union today.

Lasting culture change requires prevention, education, early intervention, accessible supports, accountability and sustained organizational commitment.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 12

Submitted by the Provincial Executive

Subject: Pushing for Common Standards Across the Long-Term Care and Assisted Living Sectors

HEU Will: Continue to campaign and lobby for the creation of common standards for working conditions, wages and benefits in the long-term care (LTC) and assisted living (AS) sectors until all LTC and AL workers, including workers employed by subcontracted operators, are brought back into the public sector, including the Facilities Bargaining Association (FBA) collective agreement.

Because: The BCNDP government has already committed to transitioning more than 5,000 unionized LTC and AL workers into the public sector and the FBA collective agreement by 2028 through a memorandum of agreement.

Yet many more LTC and AL workers continue to work in jobs where the working conditions, wages, and benefits vary significantly across the care sector – exacerbating recruitment and retention challenges and putting workers at risk.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 13

Submitted by the Provincial Executive

Subject: Ensuring the Union Meets the Needs of Migrant Workers and Migrant Members

HEU Will: Develop union plans, policies and initiatives to support and engage migrant workers and HEU migrant members, including but not limited to:

- Partnering with migrant justice organizations and advocacy groups to provide tailored supports and services for migrant members;

- Actively organizing migrant workers to ensure they are protected under collective agreements and that they know and can enforce their rights;

- Developing organizing and bargaining toolkits with language, strategies, and resources to strengthen rights and protections for migrant workers and address their unique needs and vulnerabilities in the workplace;

- Developing education for union staff, locals and members that centres the experiences of migrant workers and the systemic issues and barriers they face;

- Working with locals to improve outreach and support to migrant members, and ensure employer compliance with collective agreement provisions, immigration programs and labour laws; and

- Ensuring opportunities for migrant member leadership and influence over the strategic direction of the union.

Because: HEU has more migrant workers in its membership as a result of post-pandemic changes in immigration programs and policies that enabled employers to more easily recruit and employ migrant workers and fill staffing shortages.

In the last couple of years, cuts to federal and provincial immigration levels have severely restricted the ability of migrant workers working in B.C. to renew work and study permits or access pathways to permanent residency creating turmoil, uncertainty and harm for them.

Migrant workers work in critical jobs in B.C.'s health and seniors' care sectors but often face exploitative and unsafe working conditions, precarious employment, and limited access to both workplace rights and union protection and opportunities.

The union must be relevant to, and meet the needs of, migrant workers and migrant members to increase their involvement in the union and strengthen the labour movement;

A union that values diversity, equity and inclusion must defend the rights, dignity, and safety of all workers regardless of immigration status.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 14

Submitted by the Provincial Executive

Subject: Advocating for Just Immigration Reform and Strengthening Rights and Protections for Migrant and Undocumented People

HEU Will: Collaborate with migrant, social justice and labour allies to push for just immigration reform and strengthen rights and protections for migrant and undocumented persons by:

- Lobbying the provincial and federal governments to:
  - reverse the current and planned cuts to temporary and permanent immigration levels;
  - end exploitative employer-tied work permits;
  - renew expiring work and study permits and create pathways to permanent residency for all migrant workers working in health care;
  - grant permanent resident status for migrants already here, and on arrival for migrants coming in the future; and
  - end detentions, deportations, family separation and attacks on refugees;
- Advocating for the creation of access without fear or sanctuary city policies in health care and other public services to improve access for migrant and undocumented persons; and
- Publicly opposing policies and practices that create precarity for migrant and undocumented persons or deny them their labour or human rights.

Because: Canada's immigration system is unjust, exploitative and racist. Recent cuts to federal and provincial immigration levels have severely restricted the ability of migrant workers to continue working and studying in B.C. and Canada.

Migrant and undocumented workers play a vital role in Canada's economy and public services, performing work in health care, seniors' care, and other essential sectors. At the same time, migrant and undocumented peoples are subject to precarious immigration status with very limited access to permanent residency pathways, creating barriers to accessing rights and services and vulnerability to workplace exploitation, unsafe work, and discrimination.

It is estimated that 2.3 million migrant workers – including countless HEU members – have lost or will lose their work permits in 2025 and 2026. Affected workers will lose their jobs and income, and be forced to leave the country or become undocumented. Sectors such as health care will face even greater staffing shortages.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 15

Submitted by the Provincial Executive

Subject: Defending Public Health Care: Support the Canadian Health Coalition Campaign Against Alberta's Bill 11

HEU Will: Support the Canadian Health Coalition's campaign to oppose Alberta's Bill 11 and advocate for the protection of a universal, publicly funded health care system that provides equitable access to medically necessary care based on need, not the ability to pay.

Because: Canada's publicly funded health care system is one of the country's defining values, ensuring that everyone has access to medically necessary care regardless of income, employment, or social status. This commitment to universal access has improved health outcomes, reduced financial barriers to care, and reflects the principle that health care is a public good rather than a commodity. The Hospital Employees' Union has long advocated for strengthening public health care, recognizing that high-quality public services depend on adequate public investment, a stable health care workforce, and equitable access for all.

Alberta's Bill 11 represents a significant shift toward greater privatization within the province's health care system by expanding the role of private providers in delivering publicly insured surgical services. Health care advocates, including the Canadian Health Coalition, have raised concerns that this approach risks diverting health care professionals and public resources away from the public system, increasing wait times in public facilities, reducing accountability and transparency, and creating conditions that could lead to a two-tier system where those with greater financial means receive faster access to care.

Evidence from other jurisdictions suggests that expanding private delivery does not address the underlying causes of long wait times, which are primarily driven by workforce shortages, insufficient public capacity, and inadequate investment in the public health care system. Instead, strengthening public hospitals, improving staffing levels, and investing in publicly delivered care remain the most effective means of ensuring timely, equitable access to health services.

As one of Canada's largest health care unions, HEU has a responsibility to stand with workers, patients, and communities across the country in defending universal public health care. Supporting the Canadian Health Coalition's campaign against Alberta's Bill 11 reinforces HEU's longstanding commitment to protecting the principles of the Canada Health Act and opposing policies that undermine equitable access to care.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 16

Submitted by the Provincial Executive

Subject: Preventing Workplace Injuries Through Stronger WCB Enforcement

HEU Will: Continue to lobby the Workers' Compensation Board (WCB) of B.C. and the provincial government to strengthen injury prevention and enforcement by ensuring that when a worker is injured, the workplace hazard that caused the injury is identified, corrected, and prevented from causing harm to other workers through stronger inspections, worker engagement, employer accountability, and enforcement of occupational health and safety regulations.

Because: British Columbians depend on a strong, stable health care system that delivers high-quality care to everyone in the province. Protecting the health and safety of health care workers, including HEU members, is essential to maintaining that system. HEU is B.C.'s largest health care union with over 60,000 workers providing both direct and indirect care.

For more than a decade, health care has had the highest workplace injury rate of any sector in British Columbia, with long-term care workers experiencing the highest rates of injury overall. The most common injuries include musculoskeletal injuries caused by overexertion, exposure to hazardous substances, and workplace violence. In 2024 alone, workplace injuries resulted in nearly 500,000 lost workdays -- the equivalent of removing approximately 1,800 full-time workers from the health care system for an entire year -- at a claim cost of roughly $90 million.

The greatest cost, however, is borne by injured workers, their families, and the health care system itself. Workplace injuries contribute to burnout, staffing shortages, recruitment and retention challenges, and the loss of experienced health care workers, ultimately reducing the system's ability to meet the growing health care needs of British Columbians.

Although British Columbia has some of the strongest occupational health and safety legislation in Canada, too many preventable injuries continue to occur because the underlying workplace hazards are not effectively addressed. Unsafe conditions often remain unresolved even after workers have been injured, allowing the same hazards to continue causing harm.

Preventing injuries requires more than responding to claims after the fact. The WCB must ensure that when a worker is injured, the hazard that caused the injury is investigated and eliminated so that it does not happen again. This includes engaging directly with workers to understand workplace conditions, strengthening proactive prevention efforts, enforcing existing health and safety regulations, holding employers accountable for correcting unsafe conditions, and taking stronger action against employers with repeated violations or recurring workplace hazards.

By ensuring that hazards are addressed at their source, British Columbian government and the WCB can reduce workplace injuries, improve worker retention, strengthen the health care workforce, and protect the quality and sustainability of our health care system, while also protecting HEU members in the process.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 17

Submitted by the Provincial Executive

Subject: Fund repaced long term care facility capital construction

HEU Will: Lobby the provincial government to prioritize capital funding for construction of planned long-term care facilities.

Because: The provincial government's 2026 budget deferred or repaced construction in the face of international economic threats and pressures on provincial government revenues.

This repacing is increasing the pressure and strain on residents and workers in the long-term care system, as rising need for long-term care beds continues to cause crowded hospital emergency rooms, emergency room closures, long waits for residents and their families and deteriorating health for those who need care, and their caregivers.

Crowded facilities impact workload, add pressure on the system and create safety risks for workers, and the planned construction is needed to strengthen B.C.'s long-term care system.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 18

Submitted by the Provincial Executive

Subject: Landlord Transparency

HEU Will: Lobby the provincial government to enforce the Residential Tenancy Act's Section 13 to require landlords include their legal name and address for transparency, even if they are offshore.

Because: If tenants need to serve legal documents to landlords, they are unable to do so without their legal name and address.

Currently, some tenants need to go through a land title search, which is an impediment for accessing information.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 19

Submitted by the Provincial Executive

Subject: Maintenance and Repair of Rental Property

HEU Will: Lobby the provincial government so that landlords must maintain the property and address repairs in a reasonable timeframe, while limiting the cost to the tenants for repairs and maintenance.

Because: People's homes have a huge impact on their health and safety, and when properties aren't repaired that has a negative impact on people's health and safety.

Owners are responsible for the maintenance and repairs of the home.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 20

Submitted by the Provincial Executive

Subject: First Time Buyers

HEU Will: Lobby the provincial and federal government to change requirements around first time home buyers, to have never owned a registered interest in a property that was their principal residence anywhere in the world at any time, as long as it is below $500,000 in value.

Because: Foreign ownership should not impede first time purchasing in Canada.

It is inequitable to not provide the same opportunity to all residents.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 21

Submitted by the Provincial Executive

Subject: Tenants' Right Education for High School Students

HEU Will: Lobby the provincial government and the British Columbia Teachers' Federation to include basic tenancy guidelines and laws in the high school curriculum.

Because: Securing safe housing is an essential component of life skills and young people should be informed of their rights when they rent.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 22

Submitted by the Provincial Executive

Subject: Eliminate food waste in healthcare in BC

HEU Will: Lobby the provincial government, health authorities and private health employers to take immediate action to end needless food waste, including diverting uneaten but edible food towards charities and non-profits.

Lobby the provincial government, health authorities and private health employers to allow staff to purchase unserved meals at cost, that would otherwise have been thrown away.

Because: There is an affordability crisis in B.C. and many British Columbians are forced to choose between purchasing food, gas, housing, and needed medication.

Health employers are putting unserved food in the garbage that should be going to feed hungry people.

Some health employers are charging workers with theft for eating food that would otherwise be thrown in the garbage.

Food waste accounts for one-third of all human-caused greenhouse gas emissions.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 23

Submitted by the Provincial Executive

Subject: Tenant protections during extreme weather events

HEU Will: Lobby the provincial government to add protections to the Residential Tenancy Act to:

- Ensure at least one living space in a rental unit occupied will not exceed a safe indoor temperature of 26°C or go below 16°C.

- Prohibit landlords or strata from restricting the installation of air conditioning units or heat pumps.

Because: We are in an ever-worsening climate crisis and we need government policy and legislation to reflect the urgency of the moment.

687 people died in the 2021 heat dome and government should use every possible mechanism to protect vulnerable people from extreme heat.

The health care system is thrown into crisis during extreme heat events and that impacts the mental health of health care workers and the functioning of the health care system.

There is currently no protection against extreme heat or cold in the Residential Tenancy Act.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 24

Submitted by the Provincial Executive

Subject: Lobby government re: AI and data centres

HEU Will: Lobby the provincial government for a moratorium on the construction of data centres, until proper regulations are in place to control and reduce the harms on our communities.

Because: Dozens of data centres are built or being planned across B.C., with little to no public consultation, and they will drive up emissions, use enormous amounts of energy and create noise pollution and other serious risks to human and environmental health.

Data centres use hundreds of thousands of litres of drinking water every day while regular British Columbians face water restrictions, serious drought and evacuations from their homes due to wildfires every year.

Artificial intelligence (AI) content is directly taken from the creativity and intelligence of human creators with no compensation or attribution.

AI content is known to be harmful to mental health, in particular for young people.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 25

Submitted by the Provincial Executive

Subject: Implement a sustainable and ethical procurement policy

HEU Will: Create and implement an ethical and sustainable procurement policy to direct the purchasing decisions of the union, within one year of the close of convention.

Because: HEU is a social justice union that believes in equity, diversity, inclusion and environmental justice.

How we spend our money should reflect the values of our union.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 26

Submitted by the Provincial Executive

Subject: Retrofit health care facilities with air conditioning / heat pumps

HEU Will: Lobby the Provincial government and health authorities to retrofit all health care and community health facilities with air conditioning units or heat pumps.

Because: There are many health care facilities in BC that do not have any air conditioning, and this is a serious health hazard for workers and patients during extreme heat events.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 27

Submitted by the Provincial Executive

Subject: Oppose U.S. Imperialism and Defend National Sovereignty

HEU Will: Condemn United States military aggression, unlawful intervention, economic coercion, and regime-change operations against Venezuela, Iran, Zambia, and other sovereign nations.

Call on the Government of Canada to oppose these actions and pursue diplomacy, peace, and respect for international law; oppose making health and humanitarian assistance conditional upon access to another country's natural resources or sensitive public-health information.

Work with labour and international-solidarity organizations to educate and mobilize members against war, occupation, and the exploitation of peoples and resources.

Because: The United States' military intervention in Venezuela and capture of President Nicolás Maduro violated Venezuelan sovereignty and intensified a long history of foreign interference in Latin America.

The escalating United States war against Iran is inflicting death and displacement on working people, destabilizing the region, and is inseparable from struggles over oil, strategic waterways, and geopolitical control.

The United States attempted to link a proposed health-funding agreement with Zambia to a separate critical-minerals agreement that would provide preferential access for American interests, while also seeking access to sensitive health data.

Zambia rejected this coercive linkage and maintained that lifesaving health cooperation must not be used as leverage in negotiations over its mineral resources.

Withholding or threatening to withhold HIV, tuberculosis, malaria, and other essential health assistance to secure commercial or geopolitical concessions puts workers and vulnerable communities at risk.

Sanctions, military attacks, and externally imposed regime change punish workers and communities while enriching arms manufacturers and advancing corporate interests.

Workers must be free to determine their own political and economic futures without foreign domination, while unions retain the responsibility to stand independently with workers, peace movements, and democratic forces in every country.

International working-class solidarity requires opposition to imperialism, colonialism, militarism, economic coercion, and all violations of national sovereignty and international law.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 28

Submitted by the Provincial Executive

Subject: Keeping Migrant Workers Connected with their Families and Communities

HEU Will: Work with Migrante BC, CUPE, the BC Federation of Labour, the Canadian Labour Congress, and other migrant-worker organizations to advocate for measures that enable migrant workers and newcomers to maintain meaningful connections with their families and build supportive communities in Canada, including:

- Timely and affordable family reunification;
- Permanent immigration status for migrant workers and their families;
- The right of spouses and dependent children to accompany migrant workers;
- Affordable access to telephone and internet services;
- Protected leave and fair scheduling to communicate with and visit family members;
- Protection from employer retaliation when workers exercise these rights; and
- Accessible, culturally safe, trauma-informed, and linguistically appropriate health care and settlement services that connect newcomers with cultural organizations, community networks, and other sources of support.

Because: Migrant workers make essential contributions to health care, agriculture, caregiving, and other sectors of the Canadian economy while often enduring prolonged separation from their spouses, children, parents, and communities.

Separation from family can cause isolation, financial hardship, and serious emotional and mental-health consequences for workers and their loved ones.

Newcomers may encounter language barriers, racism, unfamiliar institutions, and isolation when seeking health care, settlement assistance, and community support.

Culturally safe and linguistically accessible services can help newcomers receive appropriate care, navigate unfamiliar systems, preserve cultural connections and develop a sense of belonging in Canada.

High immigration costs, lengthy processing times, precarious immigration status, restrictive work arrangements, and inadequate leave can prevent migrant workers from maintaining family relationships.

Reliable and affordable telephone and internet access is essential for workers separated from their families, but digital communication is not a substitute for the right of families to live together.

Employers and governments benefit from migrant workers' labour and must not transfer the human and social costs of labour migration onto workers and their families.

Family unity, permanent immigration status, culturally safe care, decent working conditions, and freedom from employer retaliation are fundamental migrant-worker and human rights.

Solidarity requires unions to defend migrant workers as workers with families, cultures, communities, and full human rights -- not merely as a temporary source of labour.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 29

Submitted by the Provincial Executive

Subject: End the Canada-United States Safe Third Country Agreement

HEU Will: Work with CUPE, the BC Federation of Labour, the Canadian Labour Congress, refugee-rights organizations, and community allies to call on the Government of Canada to:

- Immediately suspend the Canada–United States Safe Third Country Agreement and its Additional Protocol;

- Give the United States the six months' written notice required to terminate the agreement under article 10;

- End the designation of the United States as a safe third country under the Immigration and Refugee Protection Act; and

- Ensure that people arriving from the United States can make refugee claims in Canada through safe, orderly, and accessible processes without being returned to detention, deportation, persecution, or other serious harm.

Because: The Safe Third Country Agreement prevents most people arriving at the Canada–United States land border from making refugee claims in Canada and requires Canada to return them to the United States unless they qualify for a limited exception.

The 2023 Additional Protocol expanded the agreement across the entire land border and internal waterways, further restricting access to refugee protection in Canada.

Being a signatory to the 1951 Refugee Convention, its 1967 Protocol, or the Convention Against Torture does not by itself make a country safe when its policies and practices expose refugee claimants to detention, family separation, deportation, persecution, or torture.

The United States government has escalated immigration detention and mass deportation while restricting access to asylum and deporting people without adequate assessment of their claims.

Refugee claimants returned by Canada to the United States may face detention and onward deportation to countries where they risk persecution or torture, contrary to the fundamental principle of non-refoulement.

Refugee and human-rights organizations report that the safeguards relied upon by the Government of Canada are not consistently available to people facing removal at the border.

The agreement encourages dangerous and irregular border crossings by preventing people from presenting themselves safely at official ports of entry to seek protection.

Canada has an independent legal and moral responsibility to assess refugee claims fairly, rather than transferring that responsibility to a country whose refugee-protection system does not reliably protect asylum seekers.

Article 10 of the agreement permits either country to suspend its application immediately and terminate it upon six months' written notice.

Workers and unions have a responsibility to oppose racism, xenophobia, detention, family separation, and the denial of fundamental human rights to refugees and migrants.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 30

Submitted by the Provincial Executive

Subject: Permanent Residency Pathways for all Immigrant Health Care Workers

HEU Will: Work with CUPE, the BC Federation of Labour, the Canadian Labour Congress, employers, and migrant-worker organizations to call on:

- The Government of British Columbia to make the B.C. Provincial Nominee Program accessible to all immigrant workers employed in health care, including direct-care, clerical, dietary, environmental services, housekeeping, security, trades, facilities, administrative, community-health, and other support workers;

- The provincial government to remove unfair barriers based on occupational classification, wage level, part-time status, work location, contracting arrangements, or an employer's discretionary refusal to support an application;

- The provincial government to establish a clear, timely, transparent, and accessible nomination process developed in consultation with unions and migrant-worker organizations; and

- The federal government to provide British Columbia with sufficient provincial nominations and permanent-residence spaces to offer a genuine pathway to every eligible immigrant health-care worker who wishes to remain in Canada.

Because: Immigrant workers provide essential direct care and support services throughout British Columbia's health-care system and are indispensable members of the health-care team.

Health care could not operate without the collective labour of care aides, nurses, cleaners, dietary workers, clerical workers, tradespeople, security workers, technicians, and many other occupational groups.

Current Provincial Nominee Program requirements can exclude workers because of their occupation, employment status, worksite, contracting arrangement, or inability to obtain discretionary support from an employer.

Immigration status should not depend on an employer's goodwill, as employer-controlled pathways create unequal power relationships and can make workers more vulnerable to exploitation, retaliation, unsafe working conditions, and violations of their employment rights.

Workers performing necessary and ongoing work deserve equal access to permanent status regardless of their occupational classification, income, country of origin, or position within the workplace hierarchy.

Permanent immigration status gives workers greater freedom to assert their workplace rights, participate in their union, change employers, reunite with their families, and build secure lives in their communities.

Providing permanent-residence pathways will help retain experienced workers, reduce turnover, and strengthen continuity of care and the stability of British Columbia's public health-care system.

Labour solidarity means rejecting a two-tiered workforce in which some workers possess secure status and full rights while their co-workers remain temporary, precarious, and dependent upon an employer

An injury to one is an injury to all, and every worker who sustains our public health-care system deserves dignity, equality, security, and the opportunity to make Canada their permanent home.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 31

Submitted by the Provincial Executive

Subject: Political Education

HEU Will: Provide ongoing political action education and training for members year-round, even during non-election years, that outline: the union's history of taking political action, highlights victories and successes, builds skills and education on political action, and includes a lens on regional issues.

Because: We need to broaden the timeframe when we have these political discussions with members.

The real work of mobilizing members happens during non-election times.

It helps normalize the conversation about taking political action among members.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 32

Submitted by the Provincial Executive

Subject: Electoral District Associations

HEU Will: Educate members about the work of electoral district associations and encourage members to affiliate with local New Democratic Party (NDP) electoral district associations (EDAs) at the federal and provincial level.

Because: Connection to EDAs give HEU members a voice in NDP planning, policies and party direction.

It gives HEU members opportunities to participate as delegates at party conventions.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 33

Submitted by the Provincial Executive

Subject: Labour councils

HEU Will: Educate locals about the work of labour councils, update messaging about the importance of labour councils to locals, and encourage locals to affiliate and participate in their local labour councils.

Because: Not all HEU locals are affiliated with their labour councils.

Labour councils are an important connection between the labour movement and local communities.

It is important for HEU members to work with other union members in their community to bolster political action.

Labour councils are valuable vehicles for learning about worker-friendly candidates.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 34

Submitted by the Provincial Executive

Subject: Political Action Opportunities for union members

HEU Will: Communicate with and encourage members to attend political action opportunities in collaboration with other unions and labour federations.

Because: It is important for HEU members to work with other union members on action.

To build solidarity and coordinate across unions on political action initiatives.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 35

Submitted by the Provincial Executive

Subject: CLC Winter School

HEU Will: Endeavour to increase HEU member participation at CLC Winter School's political action program/courses, with an emphasis on funding/supporting less-resourced locals.

Encourage well-resourced locals to dedicate more of their local budgets to fund local members to attend CLC Winter School.

Because: Collaboration with other unions on political action work.

It's important to increase knowledge about political action education

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 36

Submitted by the Provincial Executive

Subject: Political Education at Regionals

HEU Will: Encourage political education training at the regional meetings.

Because: Regional meetings are an opportunity for local members to connect with the union and access learning opportunities.

The regions tend to have less resources/access political action trainings.

Increasing member education in the regions about political action every year will support the union's political action goals.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 37

Submitted by the Provincial Executive

Subject: Supporting community electoral opportunities

HEU Will: Encourage members to support and campaign for municipal council and school board election candidates who are worker-friendly and endorsed by labour councils.

Because: Local government and school board decisions hugely impact members' day-to-day lives and livelihoods.

There is a need to push back on against socially and fiscally conservative forces that are occupying decision-making positions at the municipal and school board levels.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 38

Submitted by the Provincial Executive

Subject: Immigration

HEU Will: Continue to advocate at both provincial and federal levels of government for improved immigration policies to protect immigrant health workers who have precarious immigration status and restore the provincial nominee program (PNP).

Collaborate more with CUPE National to lobby the federal government around immigration policy.

Because: Immigrants with precarious status have contributed to delivering health care, were promised a path to permanent residency, and deserve an opportunity to stay in Canada.

B.C. still faces health care staffing shortages that can be filled by trained and experienced immigrants workers.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 39

Submitted by the Provincial Executive

Subject: Attacks on international rule of law

HEU Will: Speak out against and encourage members to speak out against attacks on sovereign nations and international rule of law.

Because: Actions by the U.S. government continue to threaten Canada's and other nations' sovereignty.

HEU members come from all over the world and are deeply affected by international instability and aggressions.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 40

Submitted by the Provincial Executive

Subject: Mental Health First Aid Essentials Course for JOHS Committee members and Dedicated Shop Stewards

HEU Will: Ensure that the mental health first aid essentials course will be offered a minimum four times a year to every HEU joint occupational health and safety (JOHS) committee member and dedicated shop stewards.

Because: Members don't have the tools to address complex situations which involves mental health and requires professional supports beyond the scope of the current JOSH and dedicated shop steward roles.

JOSH committee members and dedicated shops stewards need mental health first aid essentials to provide decompression tools and to prevent burnout.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 41

Submitted by the Provincial Executive

Subject: WCB Appeals educational roadmap

HEU Will: Create a WCB Appeals Roadmap for members to learn about the process and its timelines and to know how to ask for additional supports throughout this process.

Because: HEU does not currently have member educational materials that defines the process for members already struggling with a denied claim. And members with a DEIA lens have the additional inclusivity barriers adding additional mental health strain not allowing them to decompress, when a roadmap could assist them in getting the additional supports they need to be better supported in winning their claim.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 42

Submitted by the Provincial Executive

Subject: DEIA Shop steward educational training

HEU Will: Create DEIA Shop Steward training that includes Human Rights, OHS, EDMP, Mental Health Essentials First Aid, and DEIA training.

Because: The current shop steward training does not provide this cross training to address the intersectionality within our workplaces; more time is spent With shop stewards and respectful workplace complaints investigations not being successful, which this educational information could provide for more successful outcomes for shop stewards and our members.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 43

Submitted by the Provincial Executive

Subject: Menstruation, menstrual health, and menopause in the workplace

HEU Will: Include educational information available to members on menstruation and menstrual health.

Because: Menstruation and menstrual health are still too often treated as taboo topics in the workplace and;

Additional chronic menstrual-related health conditions cause challenges for some workers and;

Menopause and perimenopause transition phase leading up to menopause can last on average 4 to 8 years and;

Typically, this starts around ages 45-55 but it can start several years earlier and currently the impact of workplace conditions and lack of understanding and support, the union can help.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 44

Submitted by the Provincial Executive

Subject: WCB bullying and harassment

HEU Will: Create educational information and provide supports to members navigating the current WSBC system.

Because: The current system can be perceived causing bullying and harassment due to its lack of DEIA inclusivity and;

This creates additional barriers to our members causing them undue additional mental health and causes lack of wellness to occur and impacts the ability for the member to achieve wellness required to return to work.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 45

Submitted by the Provincial Executive

Subject: Educational Decompression Training

HEU Will: Create educational training to be provided to JOSH committee members and dedicated shop stewards and shop stewards on psychological health and safety decompression before burning out.

Because: HEU members have no current training to help them with where they can turn to when they need decompression and;

Members at big locals or small locals or rural locals or isolated locals can all experience the need to feel supported and;

The stress at times of being in leadership roles within the workplace members supports on how to decompress that is safe and supportive.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 46

Submitted by the Provincial Executive

Subject: Workers Compensation Act 135b

HEU Will: Lobby the government to amend the workers compensation act section 135 as follow:

- Replace the term “mental disorders” with “ psychological injury” to capture full range of injuries.
- Eliminate the higher standard of “predominately caused by work” workers must meet to show their psychological injury is caused by work.
- Ensure the employer exemption only applies to good faith efforts to lawfully manage the workplace; and
- Expand the options for a diagnosis to include a general practitioner.

Because: The term " Mental Disorder" can imply something is wrong with the person rather than recognizing an injury caused by workplace conditions and the term may discourage workers from seeking help or filing claims because of stigma: and

"Psychological injury" is more consistent with how physical injuries are described and may reflect trauma, bullying, or other workplace harms.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 47

Submitted by the Provincial Executive

Subject: Mental Health First Aid

HEU Will: Offer the mental health first aid essentials workshop at least four times per year and prioritized access to JOSH committee members and shop stewards.

Because: We heard at HEU regional meetings is that Occupational Health and Safey Stewards and Shop Stewards wanted specific training on how to identify and address Pyscho-social hazards in the workplace that could lead to psychological injuries.

Because recognizing early warning signs helps stewards to identify signs of stress, burnout, anxiety, depression, substance use concerns, or psychological distress among workers before problems become more serious; and

Supporting psychological health and safety, many workplaces now recognize psychological hazards-such as bullying, harassment, excessive workload violence, and traumatic incidents -as health and safety issues that require prevention and management; and

Reducing stigma, mental health training helps create a workplace culture where employees feel safter discussing concerns and seeking help when needed; and

Improving incident prevention, mental health can affect concentration, decision-making, and fatigue levels, potentially increasing the risk of workplace accidents and injuries: and

Understanding legal responsibility, OHS stewards and shop stewards are not expected to be counsellors, but training helps them know how to respond appropriately, listen respectfully , and connect workers with resources such as Enhanced Disability Management Program, healthcare providers, or crisis services; and

Building healthier workplaces, mental health training equips safety representatives to participate in developing policies, conducting workplace assessments, and recommending improvements that support worker well-being; and

Mental Health Essentials First Aid training helps OHS and shop stewards helps better protect workers; identify risks, support prevention efforts, and contribute to a safter and healthier workplace for everyone.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 48

Submitted by the Provincial Executive

Subject: WCB Educational Supports Multi languages/ DEIA lens

HEU Will: Create WCB educational support materials for members that create, a core set of information sheets on claims processes, appeals and information on LTD plans that will be provided in multiple languages and using a DIEA lens be available on the HEU website.

Because: Accessing resources in multiple languages is essential; and

on the WSBC website there are materials about prevention translated into other languages but no information on the claims process; and

the WSCB policies and decisions are complicated having some basic information guides in a members language ensures they have tools to help them understand what to expect and how they will move forward with these processes; and

there are many details about the LTD plan that members are not familiar with which can be challenging and not all members are under the FBA and there are multiple plans but information could be created that is helpful to all members.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 49

Submitted by the Provincial Executive

Subject: Plain Language and Accessibility Review

HEU Will: Following the incorporation of any constitutional amendments adopted at the 2026 convention, undertake a comprehensive review of the HEU constitution by individuals with expertise in plain language and accessibility, with the goal of improving its clarity, readability and accessibility while preserving its intent and legal effect.

Any constitutional amendments arising from the review will be brought forward to a future convention for consideration and approval by the membership.

Because: This proposed resolution would give effect to recommendation 1C of the constitutional review committee, which recommends a comprehensive plain language and accessibility review of the HEU constitution following the incorporation of any constitutional amendments adopted at convention.

The HEU constitution is the union's foundational governance document and should be clear, understandable and accessible to all members.

Plain language and accessible formatting can improve members' ability to understand their rights, responsibilities and the governance of their union without changing the intent or legal effect of the constitution.

A comprehensive plain language and accessibility review requires specialized expertise, and any resulting amendments to the constitution must ultimately be considered and approved by convention delegates.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 50

Submitted by the Provincial Executive

Subject: Governance Review of the Constitution and Policy Manual

HEU Will: Undertake a comprehensive governance review of the HEU Constitution and Policy Manual to identify operational, administrative and procedural provisions that may be more appropriately addressed through policies, procedures or other governing documents, while preserving members' rights, democratic processes and the union's governance framework.

Any constitutional amendments arising from the review will be brought forward to a future Convention for consideration and approval by the membership.

Because: This proposed resolution would give effect to recommendation 4A of the constitutional review committee, which recommends a comprehensive governance review of the HEU constitution and policy manual.

The constitution should focus on the union's fundamental governance structures, democratic rights, authorities and accountabilities.

Operational, administrative and procedural matters may be more appropriately addressed through policies, procedures or other governing documents.

Any relocation of constitutional provisions should preserve members' rights, democratic processes and the union's governance framework.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 51

Submitted by the Provincial Executive

Subject: Governance Structure Review of the Constitution and Policy Manual

HEU Will: Create a governance task force including HEU members to conduct a comprehensive review of HEU's governance structure, including the composition, roles and election process of the Provincial Executive.

As part of its review, the governance task force will consider:

- The current, historic, and unique composition of the Provincial Executive, including whether HEU's elected governance structures could better reflect the union's membership;

- The roles and responsibilities of the positions that make up the Provincial Executive;

- The order in which Provincial Executive positions are elected, and the election requirements for those positions; and

- Opportunities to strengthen the clarity, effectiveness, representation and accountability of HEU's governance structure.

The task force will engage HEU members in its review and report, with recommendations, to the Provincial Executive and to the 2028 HEU convention.

The Provincial Executive will submit any constitutional amendments deemed necessary to the 2028 convention and, where possible, identify amendments that can be put into full force and effect on adoption.

Because: The work of the constitutional review committee surfaced a lot of interest in HEU's governance structure, including whether the union's elected bodies could better represent HEU members by sector and bargaining association.

The constitutional review committee's recommendation 4A calls on the Provincial Executive to undertake a comprehensive governance review of the constitution and policy manual, and identifies Article 6 Duties of Provincial Executive Officers among the provisions requiring that review.

HEU's Provincial Executive structure is historically unique among B.C. and Canadian unions, composed of positions established through different mandates, election processes, and accountability mechanisms, and this composition warrants comprehensive evaluation.

The roles and responsibilities of the positions that make up the Provincial Executive are not comprehensively defined in the constitution, and the membership deserves a clear, shared understanding of what each position is for and how it serves the union.

The order in which Provincial Executive positions are elected and the election requirements should be reviewed to ensure they support, rather than inadvertently discourage, experienced activists from seeking these positions.

Meaningful, lasting change to the union's governing structure requires a process that is thorough, evidence-based, and open to the broadest possible range of membership voices.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 52

Submitted by the St. James Local

Subject: Exposure to Toxic Drug Smoke

HEU Will: Lobby the provincial government and WorkSafeBC to recognize and track workplace exposure to toxic drug smoke and other airborne contaminants, and ensure workers have access to reporting, education, and appropriate supports.

Because: Community health and supportive housing workers may be exposed to toxic drug smoke while providing care. Workers need clear reporting processes, workplace protections, and support if exposure affects their health.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 53

Submitted by the St. James Local

Subject: Presumptive Psychological Injury

HEU Will: Lobby the provincial government to expand presumptive psychological injury coverage under the Workers Compensation Act to include all frontline community health and supportive housing workers.

Because: Community health workers regularly experience traumatic incidents, violence, overdoses, and mental health crises. Workers should not have to prove that psychological injuries were caused by their work in order to receive compensation.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 54

Submitted by the St. James Local

Subject: Wage Equity for Community Health Workers

HEU Will: Continue advocating and bargaining for wage parity between community health workers and workers performing comparable work in other publicly funded health sectors.

Because: Wage inequities contribute to recruitment and retention challenges and undermine the sustainability of community health services.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 55

Submitted by the St. James Local

Subject: Workplace Violence Prevention in Community Health

HEU Will: Strengthen advocacy for comprehensive violence prevention measures, including risk assessments, mandatory training, reporting systems, and employer accountability.

Because: Community health workers frequently work alone and may encounter unsafe situations while providing services in clients' homes and communities.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 56

Submitted by the St. James Local

Subject: Mental Health Supports for Community Health Workers

HEU Will: Advocate for accessible mental health supports, trauma-informed resources, and psychological health programs for community health workers.

Because: Community health workers regularly experience emotional stress, compassion fatigue, and workplace trauma while supporting vulnerable populations.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 57

Submitted by the St. Vincent's Local

Subject: Expanded Bereavement Leave for Immediate Family Members Overseas

HEU Will: Lobby the Health Employers Association of BC and the provincial government to expand paid bereavement leave and special leave provisions for workers whose immediate family members reside overseas.

Because: The current allotment of special leave days is insufficient for workers who must navigate international travel, distinct cultural arrangements, or complex overseas legalities during a time of grief. Workers whose immediate family lives abroad face disproportionate financial and emotional burdens, and our collective agreements should provide equitable, compassionate time off to accommodate long-distance travel.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 58

Submitted by the St. Vincent's Local

Subject: Protection of Members Against Unfounded Allegations and Workplace Abuse

HEU Will: Lobby employers, health authorities, and regulatory bodies to establish clear protocols and legal supports that defend members against false allegations, unfounded sexual harassment accusations, and abusive claims made by clients, patients, or family members. HEU will demand that employers ensure due process, provide full legal and psychological support during investigations, and mandate zero-tolerance policies protecting health care workers against all forms of groundless external abuse.

Because: Health care workers are increasingly subjected to unverified, malicious, or false allegations from patients, clients, and family members, which severely threaten their professional standing, livelihoods, and mental well-being. Existing workplace protection and zero-tolerance policies primarily focus on physical violence, leaving gaps in legal and emotional protection against psychological abuse and false reporting. Members face immense stress and reputational damage while undergoing prolonged employer or regulatory investigations without sufficient advocacy or representation tailored to ungrounded claims.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 59

Submitted by the St. Vincent's Local

Subject: Duty to Accommodate and Worksite Relocation for Members Experiencing Workplace Physical Trauma

HEU Will: Lobby the provincial government, health authorities, and employers to enforce and strengthen the duty to accommodate and WorkSafeBC regulations, ensuring members who experience physical trauma, injury, or credible threats from clients, residents, or co-workers are immediately granted safe worksite relocations. Furthermore, HEU will demand that employers bear all operational and transition costs associated with trauma-informed relocations without loss of pay, seniority, shift differential, or benefits for the affected member.

Because: Community and health care support workers facing physical violence, traumatic incidents, or safety threats require immediate relocation to protect their physical safety, recovery, and psychological well-being. Forcing traumatized members to remain at or return to facilities shared with aggressive clients, abusive residents, or hostile co-workers violates human rights and safety standards under the employer's legal duty to accommodate. Clear legislative and collective agreement protections are required to ensure site transfers after violent incidents are rapid, non-punitive, and fully protect members' employment rights and seniority.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 60

Submitted by the St. Vincent's Local

Subject: Protection of Members Against Unfounded Allegations and Workplace Abuse

HEU Will: Lobby employers, health authorities, and regulatory bodies to establish clear protocols and legal supports that defend members against false allegations, unfounded sexual harassment accusations, and abusive claims made by clients, patients, or family members. HEU will demand that employers ensure due process, provide full legal and psychological support during investigations, and mandate zero-tolerance policies protecting health care workers against all forms of groundless external abuse.

Because: Health care workers are increasingly subjected to unverified, malicious, or false allegations from patients, clients, and family members, which severely threaten their professional standing, livelihoods, and mental well-being. Existing workplace protection and zero-tolerance policies primarily focus on physical violence, leaving gaps in legal and emotional protection against psychological abuse and false reporting. Members face immense stress and reputational damage while undergoing prolonged employer or regulatory investigations without sufficient advocacy or representation tailored to ungrounded claims.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 61

Submitted by the Vanderhoof Local

Subject: Blue Cross

HEU Will: Lobby Pacific Blue Cross and all benefit providers to change their policy of non-coverage of treatment after 20 leave of absence days while a member is off work on a medical leave.

Because: Cutting off benefits while a member is trying to heal and get back to work extends the time they are unable to get back to work.

Healing from surgeries often takes more than 20 days. Physio and massage therapy help people get back to full strength faster.

Some conditions require expensive medications to manage. Losing benefits could cause members to be unable to acquire the medications they need causing medical harm.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 62

Submitted by the Vanderhoof Local

Subject: Workload & Benchmark

HEU Will: Negotiate a wage differential for staff when they are working short-staffed.

Because: Even when you prioritize tasks and are dropping non-essential duties, you end up doing more than your normal allotted work and should be compensated for it.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 63

Submitted by the Vanderhoof Local

Subject: Workload & Benchmark

HEU Will: Negotiate a wage differential for all shifts a member has to orient another member.

Because: Orientation adds to your workload and you should be compensated for your work.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 64

Submitted by the Victoria General Local

Subject: Increasing Essential Service Shifts to a Minium of 4 hours

HEU Will: Work with the employer on essential service levels to increase all shifts that are scheduled for under four hours to a minimum of four hours.

Because: We had one member who was scheduled for an essential service shift that was only one hour in length. In this specific case, this member was ineligible for picket pay due to "double-dipping", but worked for less money than they could have earned from picketing. The union as a whole makes their best efforts to protect members from undue financial hardship, and after our experiences here at Victoria General on July 11 and 12, we believe that this should be highlighted and used as a guiding principle for future negotiations of essential service levels.

Borrowing from B.C. labour law, anyone scheduled for up to eight hours is entitled to a minimum of two hours of pay. People scheduled for over eight hours are to be paid for at least four hours.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 65

Submitted by the Victoria General Local

Subject: Picket Pay During Job Action

HEU Will: Enable members who have essential service shifts that are under four hours in length to participate in picketing for the remainder of the four hours after their work shift ends.

Because: This, in conjunction with the other resolutions we are sending from our local are based on shared experience during the job action of July 11 and 12. We believe strongly in taking this opportunity as a shared learning experience. Our union believes in protecting the membership from undue financial hardship, and this resolution expands upon the other resolution to ensure that future essential service levels are to be negotiated with an aim to make all shifts a minimum of four hours in length. In the event that not all shifts can be made four or more hours in length, we believe this resolution also helps reduce the amount of financial hardship for members during job action.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 66

Submitted by the Victoria General Local

Subject: Picket Pay for Committee

HEU Will: Amend the job action handbook to recognize that committee members are eligible to carry out job action committee work for up to 10 hours each day. The 20 hour maximum per week will still apply.

Because: Members came together in solidarity during the recent job action at our site. Several members who volunteered to help with essential service levels came in on their days off, while others stayed well past the four hours that they were eligible for picket pay. These individuals who helped went above and beyond the call of duty.

What we learned during the job action was that as committee members learned their duties, it was a huge benefit to allow them to work more hours in their official capacities, so they should be compensated for their time.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 67

Submitted by the Victoria General Local

Subject: Strike Action/ Picket Pay

HEU Will: Increase picket pay to target net pay for a duration of four weeks, based on 35 hours per week of picketing.

Because: Members are not able to survive on $500 per week and are fearful of going on strike. This financial strain weakens our collective stance and solidarity, as a union, when taking job action.

If members cannot afford to strike for better compensation, they are forced to vote for an agreement that falls short of their needs simply because the immediate financial loss of a strike is too great.

Target net pay, a member's full wage after deductions, would give members the ability to vote freely on a tentative agreement or strike vote without immediate financial burden impacting their decision.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 68

Submitted by the Victoria General Local

Subject: Strike Action / Picket Pay

HEU Will: Increase picket pay up to $750 each week, plus $75 per dependent each week.

Because: Increasing picket pay to members after deduction income up to $750 each week plus $75 per dependent each week will support our members to a level needed to sustain a strike.

Members are not able to survive on $500 per week and are fearful of going on strike. This financial strain weakens our collective stance and solidarity, as a union, when taking job action.

If members cannot afford to strike for better compensation, they are forced to vote for an agreement that falls short of their needs simply because the immediate financial loss of a strike is too great.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 69

Submitted by the Victoria General Local

Subject: Increase Strike Fund

HEU Will: Prioritize allocating revenue to the strike fund (1.5 times current contributions) to increase its overall balance, enabling our union to raise picket pay for members.

Because: Our picket pay is too low and members are fearful of going on strike. We need to increase the size of the strike fund to allow our members financial security when taking job action.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 70

Submitted by the We Three Villages Local

Subject: Lobby government to remove ageism in benefits & raise LTD to 70

HEU Will: Lobby government to remove barriers to ageism for accessing benefits and eliminate the long-term disability age cap.

Because: Many of our members have aged out of the benefits qualifications but are still working. As well, many members continue to work beyond 65 years of age and are barred from qualifying for long-term disability.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 71

Submitted by the Willingdon Local

Subject: Recognition of Remote Workplaces

HEU Will: Advocate for the recognition of remote work locations as official workplaces where employees regularly and primarily perform their duties remotely.

Because: Employees who work remotely may still be considered attached to an office location, even if they perform most or all of their work from home. Recognizing remote work locations as official workplaces would better reflect modern work practices and support accessibility, recruitment, retention, and employee well-being.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 72

Submitted by the Willingdon Local

Subject: Long-Term Telework Stability

HEU Will: Advocate for stable long-term telework arrangements where operationally appropriate and where employees have demonstrated the ability to successfully perform their duties remotely.

Because: Many employees have successfully worked remotely for extended periods. Stable telework arrangements can reduce uncertainty, support work-life balance, and assist with recruitment and retention.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 73

Submitted by the Willingdon Local

Subject: Timely Accommodation Processes

HEU Will: Review and improve HEU's policies, education, and support for members navigating the duty-to-accommodate process, and advocate to governments and employers for timely accommodation processes, including clear timelines and accountability measures.

Because: The duty-to-accommodate process can be complex and stressful for members. Delays, inconsistent application of accommodation principles, and disputes over accommodations can create additional barriers for employees already managing disability-related or other workplace challenges.

Prolonged accommodation processes can leave members in limbo for extended periods, creating additional stress and negatively affecting their health, well-being, and ability to participate fully in the workplace.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 74

Submitted by the Willingdon Local

Subject: Voluntary Telework Opportunities

HEU Will: Lobby employers to support and expand voluntary telework arrangements where operationally appropriate and where job duties can be effectively performed remotely, including recognising telework as an accessibility and inclusion option for members who experience barriers in traditional workplace environments.

Because: Telework can improve accessibility and inclusion, support productivity, reduce commuting costs and environmental impacts, and assist with recruitment and retention where operationally appropriate.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 75

Submitted by the Willingdon Local

Subject: Support for On-Call Employees

HEU Will: Advocate for increased on-call compensation and improved support for employees who are required to be on-call, including advance scheduling of on-call rotations where possible, and support research, consultation, and bargaining initiatives that address the effects of on-call work on employees.

Because: Being on-call restricts how employees use their personal time and may affect sleep, family responsibilities, social participation, and overall well-being.

Employees may be required to remain available to respond within as little as 30 minutes, with minimal compensation, if they are not called to work or paged out.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Build strong and effective locals

Resolution 76

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Members per diems at all educations and union events.

HEU Will: Have members' vouchers available upon first day of attendance at all HEU in-person events and each corresponding day. This is to be for all events and educational course regardless of the length of the session. Members that submit in advance for vouchers are to be paid the first day of any union events upon attendance being submitted, including the costs for travel to and from the event that could be included in the voucher payment on the next day of the event, if submitted before noon the day before.

Funds are to be paid by cheque or e-transfer, based upon the indication on the voucher form. Funds are to be issued by noon of the day of the event/course, to ensure that all members can access nourishment and transportation for the session.

HEU will look at other methods by which to eliminate the financial challenges members are facing when it comes to attending events and educational courses.

Because: Financial challenges are increasing and becoming a barrier for members becoming active or maintaining engagement in the labour movement or the union. This will help members with delayed mail services. This also supports full participation and helps eliminate undue hardship members face with becoming active in HEU.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 77

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Mentoring and education at Convention, Members to sit with Local delegates

HEU Will: Allow members that have been sent by their local as visitors to convention to have access to swag and information.

Because: When members of a local are separated in the visitor gallery from convention delegates from their local this prevents these members from experiencing the event in its entirety. The local sent these members to attend convention as visitors, so they should not encounter barriers to unity, or learning and mentoring opportunities.

When a local pays independently for a member to attend a convention as a visitor, that member should be able to sit with their local's convention delegates. They cannot vote or speak on the floor and could simply be identified through a colored name badge. They should also be entitled to the swag and the information packages provided to full convention delegates.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 78

Submitted by the Cowichan Valley Local

Subject: Per Diems

HEU Will: Increase per diems paid to members for union business and events to $100 per day and $50 per half days.

Because: The cost of meals and incidentals has increased. Our per diems need to increase to respect this.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 79

Submitted by the Haven Hill Local

Subject: Increase Per Diem Allowance Per Day

HEU Will: Increase the per diem allowance to $100 per day for members travelling from out of town when participation is needed for any union involvement for a full day. Members attending union business within a reasonable proximity to their home, or participating for a half day, will receive $50 per day.

Because: The current per diem rate of $85 per day no longer adequately reflects the rising cost of meals and other travel-related expenses. Increased food prices, particularly when members are required to dine out while attending union functions, have made it increasingly difficult to cover the cost of nutritious meals within the existing allowance.

Increasing the per diem to $100 per day will better align the allowance with current economic conditions and help ensure that members are not out of pocket while conducting union business. This adjustment supports members' ability to access healthy meal options while travelling on behalf of the union.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 80

Submitted by the MPA Six Links Local

Subject: Stability and Accountability in Servicing Representative Assignments

HEU Will: Establish an operational policy capping the assignment of staff servicing representatives to a minimum of two consecutive years per local, unless extended due to emergent internal union needs. As well, ensure local executives retain the explicit right to formally request a review from the respective team lead or director regarding a representative's poor performance or failure to adequately support the local.

Because: Changing representatives ever year severely disrupts representation, damages local morale, and signals a weak, inconsistent position to the employer during ongoing disputes. Maintaining a stable, two-year assignment builds deep workplace knowledge and ensures a consistent, powerful fight against management. Furthermore, giving local a direct line of accountability to team leads ensures underperformance is quickly corrected, keeping our membership robustly protected and supported.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 81

Submitted by the Noric House Local

Subject: Mentoring and education at Convention, members to sit with local delegates

HEU Will: Allow members that have been sent by their local as visitors to convention to have access to swag and information.

Because: When members of a local are separated in the visitor gallery from convention delegates from their local this prevents these members from experiencing the event in its entirety. The local sent these members to attend convention as visitors so they should not encounter barriers to unity, or learning and mentoring opportunities.

When a local pays independently for a member to attend a convention as a visitor, that member should be able to sit with their local's convention delegates. They cannot vote or speak on the floor and could simply be identified through a colored name badge. They should also be entitled to the swag and the information packages provided to full convention delegates.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 82

Submitted by the People with Disabilities Standing Committee

Subject: RESOLUTION 1

HEU Will: Create/ design a digital member portal for all members to access and update as needed.

- Digitized death benefit cards with updateable beneficiary
- HEU numbers and local information
- A way to personally upload salary expense vouchers and receipts when on union business
- Upload and update a personal profile picture
- Education portal – what education you have attended and when, with certificates
- A way to update your personal information (address, name, phone number, pronouns)
- A way to upload duty to accommodate information and doctors' notes for education applications
- Equity self-identifiers
- What position you hold in local and provincial executive (chair, shop steward, occupational health and safety stewards, provincial executive positions, committees you sit on)
- Digitized new member cards
- Current occupation
- Emergency contacts

Because: Other unions for example BCGEU, BCTF, CLC, PEA, etc. already have portals for their members to access their personal information and the ability to update it.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 83

Submitted by the St. James Local

Subject: Strengthening Local Union Capacity

HEU Will: Provide organizing support to locals to strengthen member engagement through leadership development, steward recruitment, workplace mapping, member education, and collective workplace actions.

Because: Many locals need additional support to build active membership, develop new leaders, and strengthen organizing for bargaining and workplace campaigns.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 84

Submitted by the St. James Local

Subject: Organizing Community Health Workers

HEU Will: Develop and expand organizing strategies, leadership development, and education specifically designed for community health workers, including workers employed at multiple sites and those in precarious employment.

Because: Community health workers often work in dispersed workplaces, making participation in union activities more difficult despite the need for strong collective representation.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 85

Submitted by the We Three Villages Local

Subject: Paid member guests at convention to sit with locals

HEU Will: Effective immediately allow a member to sit with their cohorts when their attendance at convention has been paid by their local. And give them the same swag and information materials as their cohorts.

Because: This encourages solidarity and allows the complete experience of the entire event. The local has supported these members to be in attendance and they should not encounter barriers to creating unity. Any concerns of improper participation are eliminated by a different colored tag so they cannot speak at the mike and do not have an electronic voting card so cannot vote.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 86

Submitted by the We Three Villages Local

Subject: Provide Anti Virus, PDF programs, MS Office programs and ZOOM Memberships

HEU Will: Will provide anti-virus and PDF software, MS Office and Zoom access to locals for free.

Because: These programs now have either annual or yearly membership fees and use a significant amount of locals rebates to acquire.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 87

Submitted by the We Three Villages Local

Subject: Electronic filling of minutes

HEU Will: Will design a program to allow locals to submit their monthly minutes and their quarterly reports electronically.

Because: This will simplify the submission process and save time/money by not having to go to the post office to mail this information to the union.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 88

Submitted by the Young Workers Standing Committee

Subject: Member digitalized portal

HEU Will: Create/design a digital member portal for all members to access and update as needed.

- Digitized death benefit cards with updateable beneficiary
- HEU numbers and local information
- A way to personally upload salary expense vouchers and receipts when on union business
- Upload and update a personal profile picture
- Education portal – what education you have attended and when, with certificates
- A way to update your personal information (address, name, phone number, pronouns)
- A way to upload duty to accommodate information and doctors' notes for education applications
- Equity self-identifiers
- What position you hold in local and provincial executive (chair, shop steward, occupational health and safety stewards, provincial executive positions, committees you sit on)
- Digitized new member cards
- Current occupation
- Emergency contacts

Because: Other unions for example BCGEU, BCTF, CLC, PEA, etc. already have portals for their members to access their personal information and the ability to update it.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Protect and Improve public health care

Resolution 89

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Lobby Government re: Health Care licensing & registration fees

HEU Will: Lobby the B.C. government to eliminate health care licensing and registration fees for regulated health care workers in the province.

Because: Many regulated health care workers are required to pay annual licensing and registration fees in order to practice in British Columbia.

These fees place an additional financial burden on workers in the health care system.

Removing these costs could support recruitment and retention during ongoing staffing shortages.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 90

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Medication Coverage

HEU Will: Lobby the provincial government to financially cover the costs of the medications that people are prescribed.

Because: Medical professionals are the best people to decide which medications a member needs to support their health and recovery, versus an insurance company.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 91

Submitted by the Haven Hill Local

Subject: Reduction or Elimination of Nurses' Licensing Fees

HEU Will: Lobby the provincial government to reduce or eliminate nurses' license fees.

Because: Nurses are essential healthcare professionals who provide critical care and support to the public; mandatory licensing and registration fees place a financial burden on nurses, particularly those working part-time, in casual roles, or in lower-paid sectors.

These fees are required to maintain employment and practice, effectively making them a cost of working in the profession. Reducing financial barriers may support recruitment and retention in the healthcare system.

HEU will advocate to the appropriate regulatory bodies and government to reduce or eliminate annual licensing and registration fees for nurses; and that the union will explore options for employer-paid licensing fees, as part of collective bargaining agreements.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 92

Submitted by the Noric House Local

Subject: Medical Coverage

HEU Will: Lobby the provincial government to financially cover the costs of the medications that people are prescribed.

Because: If a medical professional deems a medication is needed for a member then that should be enough for it to be covered. An insurance company should not be creating barriers for individuals' heath care.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 93

Submitted by the Overlander Local

Subject: Lobby to increase the government mandated resident care hours per day

HEU Will: Lobby the provincial government and Ministry of Health to immediately review and increase the current 3.36 hours of care per resident per day to ensure funding and staffing levels align with the actual needs of residents in long-term care.

Because: Quality resident care cannot be achieved when staffing levels are determined by outdated standards rather than the real needs of residents. The gap between funded care hours and the care required has created unsustainable workloads, contributed to workplace injuries, and driven burnout among healthcare workers. Increased care standards are necessary to support safe workplaces and quality care for residents.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 94

Submitted by the Overlander Local

Subject: Mental Health First aid

HEU Will: Make the mental health first aid course accessible to all HEU members.

Because: Healthcare workers continue to experience increasing levels of workplace stress, burnout, and mental health challenges. Providing members with access to mental health first aid training will equip them with tools to recognize signs of mental health concerns, support themselves and their coworkers, and contribute to psychologically safer workplaces. All members should have the opportunity to access education and resources that promote mental health and wellbeing.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 95

Submitted by the People with Disabilities Standing Committee

Subject: Resolution for HEU to Petition Employers to Provide Free Parking for Members with a SPARC Parking Permit for Disabilities

HEU Will: Petition employers to provide free parking for members with a SPARC parking permit for disabilities.

Because: Those who hold a SPARC parking permit often experience disabilities which prevent them from taking public transit which would reduce costs of travel.

Those who hold a SPARC parking permit have medical limitations and restrictions which require them to travel by personal vehicle to avoid incurring excessive costs for taxis or other ride options such as Uber.

Many people with disabilities already experience extra costs of living associated with their disabilities which include but are not limited to medications, special diets, medical equipment, housing costs, lost time/pay from work due to necessary medical appointments, etc.

Paying for parking when there are no other travel options due to disabilities, is punitive for having those disabilities.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 96

Submitted by the People with Disabilities Standing Committee

Subject: Medical Assistance in Dying (MAiD)

HEU Will: Petition the provincial and federal governments to increase funding for social services support programs for individuals who are considering medical assistance in dying (MAiD).

Because: There should be an increase in social services and funding to prevent individuals from considering MAiD due to the lack of adequate supports. This petition shall emphasize the importance of a holistic approach to healthcare and social services which includes access to mental health services, homecare assistance, financial support programs, housing assistance and community support networks.

The Canadian government needs to provide comprehensive social services supports to all individuals, particularly to those facing vulnerabilities and inadequate social supports. This is especially essential for individuals with physical or mental health challenges and economic circumstances, who are socially isolated and/or who lack viable alternatives that may compel them to consider MAiD.

This work should be carried out in collaboration with allied organizations, community groups, and advocacy networks to message the petition and garner broader support for increased social services, funding and communication with government officials, elected representatives and relevant stakeholders. This will improve advocacy for policy changes and budget allocations that enhance social services and public awareness campaigns to educate the public about the importance of social supports in place to prevent individuals from being compelled to choose MAiD due to the lack of supports.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 97

Submitted by the St. James Local

Subject: Safe Staffing in Community Health

HEU Will: Advocate for and bargain enforceable safe staffing standards in community health, including appropriate staffing levels, workload protections, and replacement of vacant positions.

Because: Community health workers continue to experience chronic understaffing, increasing workloads, burnout, and reduced quality of care for clients. Safe staffing improves both worker well-being and patient outcomes.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 98

Submitted by the St. James Local

Subject: Investment in Public Community Health Services

HEU Will: Campaign for increased public investment in community health services and oppose privatization and contracting out of publicly funded health care.

Because: Publicly delivered community health services improve continuity of care, accountability, and equitable access while supporting stable union jobs.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 99

Submitted by the St. Vincent's Local

Subject: No More Privatization of Long-Term Care in British Columbia

HEU Will: Actively lobby the provincial government to ban any further privatization of long-term care and residential care beds across British Columbia, and campaign to bring all existing private facilities under public administration and operation.

Because: Seniors and healthcare workers thrive when care is treated as a public service rather than a business for profit. Publicly operated long-term care ensures standardized care, safer staffing ratios, fair working conditions, and true accountability across the entire province.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 100

Submitted by the Vanderhoof Local

Subject: Occupational Health and Safety

HEU Will: Lobby the government to establish a standard ratio of patients to direct-care HEU staff.

Because: Lowering the number of people needing care would reduce worker burnout.
Standard ratios for patient care would give caregivers more time to use proper body mechanics and prevent injury.

Lowering worker injury and burnout would prevent working short-staffed, which can cause more burnout and injuries.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 101

Submitted by the Willingdon Local

Subject: Psychological Assessments

HEU Will: Lobby for psychological assessments to be fully covered for all ages.

Because: Wait lists for Sunnyhill are several years long and they are very expensive out of pocket. If they are available to everyone, including adults, this could assist in proper support for those with attention deficit hyperactivity disorder, autism and other diagnosis. This would most likely reduce the likelihood of substance use for many people, who are trying to cope.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 102

Submitted by the Young Workers Standing Committee

Subject: Retrofit health care facilities with air conditioning / heat pumps

HEU Will: Lobby the provincial government and health authorities to retrofit all health care and community health facilities with air conditioning units or heat pumps.

Because: There are many B.C. health care facilities that do not have any air conditioning, and this is a serious health hazard for workers and patients during extreme heat events.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Fighting for more affordable and sustainable communities

Resolution 103

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Public Transportation

HEU Will: Lobby the provincial government to increase the public transportation opportunities available in small- to medium-sized communities and towns.

Because: With the increased costs of living, the ability to get around communities and to-and-from work is getting less affordable, causing people to make more use of the local public transit system. Limited transit schedules makes moving about a community more challenging for those that require bussing and this is becoming an equity issue for many.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 104

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Online Bullying, Harassment and Sextortion

HEU Will: Lobby government to create laws and stronger language to protect and monitor online bullying and harassment including sex-torsion to protect victims and minors.

Because: With the increase in social media interactions and rise of artificial intelligence, it has become urgent for countries to create and implement measures to protect individuals and groups from this growing trend of hatred and resulting devastation. These issues and challenges not only effects one person, it effects all ages, races and genders. It has led to people, including the young, feeling they have no other option but to end their own lives within our own province and communities and this has to end. As this technological warfare has so quickly developed in our world, the laws and protection agencies have struggled to catch up and are still missing the ability to prevent, stop or exercise meaningful consequences when it occurs. So, let's support people to help stop and prevent and deal with these destructive measures that have become all too common by advocating to governments to create laws and enforcement around these issues before there are any other victims.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 105

Submitted by the Alert Bay Local

Subject: Clean Drinking Water

HEU Will: Continue to lobby the government for clean drinking water for everyone.

Because: Access to clean drinking water is a basic human right.

Safe water is essential for public health and prevents waterborne diseases.

As of early 2026, dozens of communities in Canada still lack reliable access to clean drinking water, particularly on First Nations reserves where long-term issues persist.

Currently, 38 long-term drinking water advisories remain in effect in 36 First Nations communities, meaning residents have lived without fully safe drinking water for more than one year.

Many Indigenous and rural communities continue to face long-term boil water advisories.

Contaminated water disproportionately affects vulnerable populations, including children, Elders, and people with underlying health conditions.

Clean water reduces healthcare costs and improves overall quality of life.

Governments have a responsibility to ensure safe infrastructure and protect environmental resources.

Climate change and environmental degradation are increasing risks to water safety and infrastructure stability.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 106

Submitted by the CSWU Local

Subject: Artificial Intelligence

HEU Will: Lobby an artificial intelligence (AI) policy that protects worker's and jobs, corrects for discrimination, bias and ensure meaningful human review and transparency.

Because: AI must augment human labor, not render workers obsolete without a transition framework.

No worker shall be terminated due to AI deployment without access to a fully funded retraining program.

AI should shall not be used for continuous biometric tracking, keystroke logging and algorithmic pacing enforcement.

Algorithmic task distribution must respect standard working hours and mandatory rest periods.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 107

Submitted by the CSWU Local

Subject: Employment Insurance

HEU Will: Lobby the federal government to reform employment insurance by:

- eliminating the one week waiting period
- promoting awareness of the need to eliminate the 50-week cap on combined regular and special benefits that disproportionately penalizes women who are laid off while on maternity or parental leave, in conjunction with efforts to promote fully funded national child care to assist women's safe sustainable return to work
- permanently eliminating the claw back of EI benefits due to severance payments ensuring regional adjustment are based on regional unemployment rates

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 108

Submitted by the Indigenous Peoples Standing Committee

Subject: Clean Drinking Water

HEU Will: Continue to lobby the government for clean drinking water for everyone.

Because: Access to clean drinking water is a basic human right.

Safe water is essential for public health and prevents waterborne diseases.

As of early 2026, dozens of communities in Canada still lack reliable access to clean drinking water, particularly on First Nations reserves where long-term issues persist.

Since Feburary1995, 40 long-term drinking water advisories remain in effect in 36 First Nations communities, meaning residents have lived without fully safe drinking water for more than one year.

Many Indigenous and rural communities continue to face long-term boil water advisories.

Contaminated water disproportionately affects vulnerable populations, including children, Elders, and people with underlying health conditions.

Clean water reduces healthcare costs and improves overall quality of life.

Governments have a responsibility to ensure safe infrastructure and protect environmental resources.

Climate change and environmental degradation are increasing risks to water safety and infrastructure stability.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 109

Submitted by the Noric House Local

Subject: Online bullying, harassment and sextortion.

HEU Will: Lobby government to create laws and stronger language to protect and monitor online bullying and harassment including sex-torsion to protect victims and minors.

Because: This can prevent severe harm and is essential to establishing accountability and the rapid removal of intimate material from the Internet.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 110

Submitted by the St. James Local

Subject: Responsible Municipal Pension Plan Investments

HEU Will: Advocate for the Municipal Pension Plan to review and publicly report on investments in companies that may profit from or contribute to violations of international humanitarian law and human rights in the Occupied Palestinian Territory, including Gaza.

Because: The ongoing conflict in Gaza has caused a severe humanitarian crisis, with widespread loss of life and displacement.

Workers expect their pension funds to be invested responsibly and in a manner that respects human rights.

HEU supports ethical and socially responsible investment practices that reflect the values of its members.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 111

Submitted by the St. James Local

Subject: Peace and Humanitarian Action in Palestine

HEU Will: Call on the Government of Canada to demand an immediate and permanent ceasefire, end all arms exports to Israel, suspend military cooperation, support the restoration of humanitarian aid and essential services to Gaza, and advocate for an end to the blockade of Gaza and for a just and lasting peace based on international law.

Because: Since October 2023, more than 73,000 Palestinians have been reported killed in Gaza, according to the Gaza Ministry of Health, with the figures regularly cited by UN humanitarian agencies. The conflict has also displaced most of Gaza's population and created an ongoing humanitarian crisis.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 112

Submitted by the St. James Local

Subject: Solidarity with Trade Unionists in the Philippines

HEU Will: Continue to stand in solidarity with trade unionists in the Philippines by supporting campaigns that defend workers' rights, calling on the Government of Canada to promote internationally recognized labour and human rights, and working with the Canadian Labour Congress and global union partners to support workers facing repression.

Because: Trade unionists in the Philippines continue to face harassment, intimidation, arbitrary arrests, violence, and other attacks for exercising their rights to organize and bargain collectively.

Similar violations of workers' rights continue in parts of southeast Asia, underscoring the importance of international labour solidarity.

Freedom of association and the right to organize are fundamental labour rights recognized under international labour standards.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 113

Submitted by the We Three Villages Local

Subject: Misrepresentation in pricing

HEU Will: Lobby government to require retailers to be consistent in their marketing pricing strategies. That if the flyer is in pounds or ounces the actual package being sold must also be in pounds or ounces, or if the flyer is in metric the packaging must be in metric.

Because: Often flyers or signs will indicate products being sold in pounds or ounces while the packaging is in metric or vice versa. This creates confusion for the consumer and the pricing is often is wrought with errors.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 114

Submitted by the Willingdon Local

Subject: Housing

HEU Will: Lobby for expansion of the rental assistance program to be inclusive of those on income assistance, in the provincial persons with disability (PWD) program and/or those not eligible for "low-end-of-market housing."

Because: This will allow members who are waiting on the years-long lists for subsidized housing to have an option to live in safe, affordable housing. Especially because a single person in the PWD program only receives up to $520/month for rent. Most HEU members are not currently eligible for rental assistance because they do not meet the minimum household income threshold for low-end-of-market housing.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 115

Submitted by the Young Workers Standing Committee

Subject: Resolution 2 – Tenant protections during extreme weather events

HEU Will: Lobby the provincial government to add protections to the Residential Tenancy Act to:

- Ensure at least one living space in a rental unit occupied will not exceed a safe indoor temperature of 26°C or go below 16°C; and

- Prohibit landlords or strata from restricting the installation of air conditioning units or heat pumps.

Because: We are in an ever worsening climate crisis and we need government policy and legislation to reflect the urgency of the moment.

In 2021, 687 people died in the heat dome and government should use every possible mechanism to protect vulnerable people from extreme heat.

The health care system is thrown into crisis during extreme heat events and that impacts the mental health of health care workers and the functioning of the health care system.

There is currently no protection against extreme heat or cold in the Residential Tenancy Act.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 116

Submitted by the Young Workers Standing Committee

Subject: Lobby government re: AI and data centres

HEU Will: Lobby the provincial government for a moratorium on the construction of data centres, until proper regulations are in place to control and reduce the harms on our communities.

Because: Dozens of data centres are built or being planned across B.C., with little to no public consultation, and they will drive up emissions, use enormous amounts of energy and create noise pollution and other serious risks to human and environmental health.

Data centres use hundreds of thousands of litres of drinking water every day, while regular British Columbians face water restrictions, serious drought and evacuations from their homes due to wildfires every year.

AI content is directly taken from the creativity and intelligence of human creators with no compensation or attribution.

AI content is known to be harmful to mental health, in particular for young people,

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Promoting equity and solidarity in union spaces

Resolution 117

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Increase per diem from $85 a day to $100 a day

HEU Will: Out-of-town members will receive $100 dollars a day when they have to be away from home to attend union events and meetings. Local members outside of there home will receive $50/day.

Because: Due to the increased costs of living and food, particularly when eating out, the current rate is no longer covering the amount needed to eat healthy for the basic three meals a day. This rate allows for $5 extra for the basic meals of breakfast, lunch and dinner.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 118

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Participation

HEU Will: Allow all members attending events or convention to stay in hotels when the event occurs over two or more days.

Because: Currently members residing 60 km or less from an event venue are required to commute daily to events. Members in the Lower Mainland can experience travel times as long as three-and-a-half to four hours even when it is within the 60 km limitation.

This creates barriers for members preventing them from participating in events during the off hours. We need to make it more equitable for these members.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 119

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Increasing opportunities for advancement & educational opportunities and funds to support 2SWNB members including wage replacement.

HEU Will: Continue to increase the funds and opportunities for those of the 2-Spirit, women and non-binary people to increase the opportunities for advancement or learning.

Because: 2-Spirit, women and non-binary people often have a number of struggles, including financial, creating barriers to taking part in career advancement and educational opportunities.

2-Spirit, women and non-binary people continue to fill front lines and lower wage employment positions, which this change will help reduce the challenges of.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 120

Submitted by the Alert Bay Local

Subject: Denialism and hate speech against indigenous people

HEU Will: Lobby the government to take action against denialism and hate speech directed toward Indigenous peoples.

Because: Denialism undermines reconciliation. Denying or minimizing documented historical injustices -- such as the abuses committed within the Canadian Indian residential school system -- undermines national reconciliation efforts. These acts of denial retraumatize survivors, their families, and communities, and erode trust between Indigenous peoples and government institutions.

Hate speech fuels discrimination and violence. Hate speech directed at Indigenous communities normalizes prejudice and reinforces harmful stereotypes. This contributes to systemic discrimination in healthcare, education, housing, employment, and the justice system, and increases the risk of harassment and violence.

HEU has a responsibility to promote truth and equity. Meaningful reconciliation requires acknowledgment of historical truth, accountability, and the active dismantling of racism. Government leadership is essential in addressing denialism and preventing hate speech in order to foster equity, safety, and respect for Indigenous peoples.

Anti-Indigenous rallies threaten community safety. Permitting or failing to respond to anti-Indigenous rallies and public events that promote denialism, or hateful rhetoric creates an unsafe environment for

Indigenous peoples. Such events can escalate tensions, spread misinformation, and contribute to fear and intimidation within communities.

Public denial of residential school harms causes further damage. When public officials or influential individuals deny or minimize the harms of residential schools -- harms that have been widely documented and acknowledged by survivors, commissions, and governments -- it deepens trauma and undermines public trust. The documented impacts of the residential school system on First Nations, Inuit, and Métis families are profound and intergenerational, and denying this history perpetuates harm.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 121

Submitted by the Alert Bay Local

Subject: Calls to Action

HEU Will: Lobby the government to hold true to the 94 calls to action from the Truth and Reconciliation Commission.

Because: The 94 calls to action, issued by the Truth and Reconciliation Commission of Canada, provide a clear and comprehensive roadmap for addressing the harms caused by residential schools.

Fulfilling these calls to action is essential to advancing reconciliation between Indigenous and non-Indigenous peoples in Canada.

Many of the calls to action -- particularly those related to health, child welfare, education, and justice -- directly impact HEU members and the communities they serve.

Indigenous communities continue to experience systemic inequities in health care, housing, clean water access, and social services.

Lobbying the government demonstrates HEU's commitment to equity, justice, and culturally safe care.

Reconciliation requires concrete action, accountability, and sustained political will -- not symbolic gestures.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 122

Submitted by the Alert Bay Local

Subject: Red dress alert

HEU Will: Lobby the federal and provincial governments to implement an effective red dress alert system to protect Indigenous women, girls, and 2-Spirit/gender-diverse peoples.

Because: Indigenous peoples face systemic racism, violence, and inequitable access to services. Indigenous women, girls, and 2-Spirit/gender-diverse people in Canada are disproportionately affected by violence and disappearances compared with non-Indigenous populations. Between 2009 and 2021, the homicide rate for Indigenous women and girls in Canada was six times higher than for non-Indigenous women and girls.

An alert system would support timely responses and accountability. Early public notification systems improve the likelihood of finding missing persons quickly. Governments in Canada and Manitoba have already begun developing a Red Dress alert pilot in collaboration with Indigenous partners, recognizing the critical need for fast coordinated response when someone goes missing.

Federal, provincial, and territorial governments are legally obligated to act. The National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ People called for 231 calls for justice in its final report, including the establishment of a nationwide alert system, and these are not mere recommendations but actions that must be implemented.

Implementing an effective Red Dress Alert system would be a concrete step towards addressing systemic violence, enhancing public safety, accountability, and reconciliation efforts with Indigenous peoples across Canada.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 123

Submitted by the Armstrong Local

Subject: Members per diems at all educations and union events.

HEU Will: Have members' vouchers be available upon first day of attendance at all HEU in person events and each corresponding day. This will apply to all events and educational workshops regardless of length.

Members that submit in advance for vouchers will be paid the first day of the event once attendance is submitted. This can include the costs for travel to and from the event that could be included in the voucher for the next day of the event, if submitted by noon the day before.

These funds are to be paid by cheque or e-transfer for those members that are able based, as per their indication on the voucher form. Funds will be issued by noon of the day of the event or workshop, to ensure all members can access nourishment and transportation.

HEU will also look into other methods by which to help eliminate financial challenges members are facing.

Because: Financial challenges are increasing and becoming a barrier to becoming and maintaining active labor or union engagement. This will help members with delayed mail services, support full participation at events and workshops, and eliminate undue hardship members face in becoming active.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 124

Submitted by the Armstrong Local

Subject: Increase per diem from $85 a day to $100 a day

HEU Will: Out of town members will receive a per diem of $100 a day when away from their home to attend union events and meetings. Local members who are still living at home will receive a per diem of $50 a day.

Because: Due to the increased costs of living and food, particularly when having to eat out, the current rate no longer covers the amount needed to eat three healthy, basic meals each day. This rate allows for $5 extra for each of the basic meals of breakfast, lunch and dinner.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 125

Submitted by the Ethnic Diversity Standing Committee

Subject: HEU Website Accessibility, Equity, and Inclusion Review

HEU Will: Conduct a comprehensive review of its website through diversity, equity, inclusion, and accessibility (DEIA) lens, including consultation with the equity standing committees, members with lived experience, and accessibility experts where appropriate.

The review will include, but not be limited to:

- compliance with recognized digital accessibility standards (such as web content accessibility guidelines);

- intuitive navigation and improved user experience;

- plain language and inclusive content;

- compatibility with assistive technologies;

- culturally responsive and representative imagery and content;

- multilingual accessibility where feasible; and

- opportunities to improve members ability to locate resources, education, services, and union information efficiently.

The Provincial Executive receive a report on the findings and recommendations, along with the implementation plan and timeline for identified improvements.

Because: The HEU website is a primary source of information, education, services, and engagement for members across the province.

Members access the website using a wide variety of devices, technologies, languages, and accessibility supports, and barriers to access can prevent equitable participation.

The principles of diversity, equity, Inclusion, accessibility, anti-racism, and universal design should be reflected in all members across-facing communications and digital resources.

Improving accessibility and user experience benefits all members, including persons with disabilities, Indigenous, racialized members, 2SLGBTQIA+ members, older workers, young workers, and members whose English is their second language.

HEU's website is often the first point of contact for members seeking representation, education, convention information, committee resources, and support. An accessible, inclusive, and user-friendly website demonstrates HEU's commitment to equity and ensures all members can participate fully in their union regardless of ability, language, culture, age, or technology.

Conducting a DEIA informed review will help remove barriers, improve member engagement, and ensure HEU's digital presence reflects the union's values of equity, inclusion, accessibility, and anti-racism.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 126

Submitted by the Ethnic Diversity Standing Committee

Subject: Adopting the B.C. Anti-Racism Act as a Guiding Lens for HEU

HEU Will: Adopt the principles and objectives of British Columbia's Anti-Racism Act as a guiding lens for all union activities, including but not limited to governance, policies, bargaining, representation, education, communications, elections, committee work, financial decision-making, hiring, procurement, and member engagement;

That HEU commit to identifying and addressing systemic barriers within its structures and practices, and to promoting equitable participation and outcomes for Indigenous, Racialized, and equity-deserving members across the union;

That HEU incorporate this anti-racism lens into relevant policies, strategic planning processes, education programs, and decision-making frameworks in a manner consistent with the union's Constitution and values;.A82:F82

Because: Systemic racism continues to create barriers to equitable participation, representation, and outcomes for Indigenous, racialized, and equity-deserving members within workplaces and union.

The HEU is committed to advancing equity, diversity, inclusion, accessibility, and reconciliation in all aspects of its work, including governance, bargaining, representation, education, and member enragement.

British Columbia's Anti-Racism Act provides a framework for identifying, addressing, and preventing systemic racism through accountability, transparency, and ongoing systemic change.

Adopting an anti-racism lens across all union functions strengthens HEU's ability to reflect its membership, remove systemic barriers, and support meaningful equity outcomes.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 127

Submitted by the Ethnic Diversity Standing Committee

Subject: Adopting the B.C. Anti-Racism Act as a Guiding Lens for HEU

HEU Will: Adopt the principles and objectives of British Columbia's Anti-Racism Act as a guiding lens for all union activities, including but not limited to governance, policies, bargaining, representation, education, communications, elections, committee work, financial decision-making, hiring, procurement, and member engagement;

That HEU commit to identifying and addressing systemic barriers within its structures and practices, and to promoting equitable participation and outcomes for Indigenous, Racialized, and equity-deserving members across the union;

That HEU incorporate this anti-racism lens into relevant policies, strategic planning processes, education programs, and decision-making frameworks in a manner consistent with the union's Constitution and values.

Because: Systemic racism continues to create barriers to equitable participation, representation, and outcomes for Indigenous, Racialized, and equity-deserving members within workplaces and unions;

The HEU is committed to advancing equity, diversity, inclusion, accessibility, and reconciliation in all aspects of its work, including governance, bargaining g, representation, education, and member engagement;

British Columbia's Anti-Racism Act provides a framework for identifying, addressing, and preventing systemic racism through accountability, transparency, and ongoing systemic change;

Adopting an anti-racism lens across all union functions strengthens HEU's ability to reflect its membership, remove systemic barriers, and support meaningful eqA82:F82uity outcomes.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 128

Submitted by the Ethnic Diversity Standing Committee

Subject: Official delegate Accommodation at Equity Conference

HEU Will: Provide and fund accommodation at the designated conference hotel for all official delegates attending the HEU equity conference for the duration of the conference, regardless of the delegate's proximity or place of residence to the conference venue.

Because: Participation in the equity conference extends beyond scheduled educational sessions and includes networking, caucusing, committee work, mentorship opportunities, and informal discussions that contribute to delegates' learning, engagement, and leadership development.

Delegates who stay off-site may miss opportunities for full participation in conference activities and committee-related work.

Having delegates housed in a common location promotes accessibility, safety, collaboration, inclusion, and a stronger conference experience for all participants.

HEU already provides hotel accommodation for delegates attending HEU conventions and bargaining conferences, recognizing the importance of delegates being housed together to fully participate in conference activities. Equity conference delegates should receive the same support and opportunities for participation.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 129

Submitted by the Ethnic Diversity Standing Committee

Subject: BIPOC Education, Training and Leadership Development

HEU Will: Develop and provide ongoing educational opportunities focused on anti-racism, cultural awareness, allyship, equity, inclusion , and the experiences of Black, Indigenous, and people of colour (BIPOC) communities.

Expand online and in-person educational offerings to include BIPOC-focused workshops, training programs, and leadership development opportunities that are accessible to members throughout the year.

Promote participation and leadership development opportunities for BIPOC members within the union.

Because: HEU is committed to diversity, equity, inclusion, accessibility, anti-racism, and reconciliation.

Systemic barriers have historically limited equitable access to educational and leadership development opportunities for Black, Indigenous, and people of colour communities.

There is an ongoing need for educational opportunities that increase understanding of systemic racism, cultural awareness, allyship, and inclusion within our workplaces, communities, and union.

Regular educational opportunities will support member engagement, leadership development, solidarity, and meaningful participation of BIPOC members throughout HEU.

HEU already provides a variety of educational programs and online learning opportunities for members, and expanding BIPOC-focused education would further strengthen the union's commitment to diversity, equity, inclusion and accessibility.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 130

Submitted by the Ethnic Diversity Standing Committee

Subject: Review Financial Practices Through a DEIA and Accessibility Lens

HEU Will: Conduct a comprehensive review of its financial practices, policies, reimbursement processes, and participation supports through a diversity, equity, inclusion, and accessibility (DEIA) lens to identify systemic financial barriers that limit member participation.

The review will include consultation with the equity standing committees, locals, and members to better understand the financial barriers experienced by diverse member groups.

Any recommendations arising from the review prioritize equitable access to union participation by considering measures that reduce financial hardships, improve accessibility, and support meaningful participation for all members while maintaining responsible fiscal stewardship.

Because: Meaningful participation in union activities, including conventions, conferences, education programs, committee work, governance, and leadership opportunities is fundamental to a strong and democratic union.

Financial barriers, including lost wages, childcare, elder care, travel, accommodations, accessibility-related expenses, and other out-of-pocket costs can prevent members from participating fully in union activities.

These financial barriers disproportionately impact members from equity-deserving groups, including Indigenous, racialized members, members with disabilities, 2SLGBTQIA+ members, women, young workers, older workers, members in precarious employment, members from rural and remote areas, and members with caregiving responsibilities.

HEU is committed in advancing diversity, equity, inclusion, and accessibility (DEIA), and recognizes that equitable participation requires identifying and removing systemic barriers to engagement and leadership;

HEU's strength depends on the voices and participation of all members. However, financial hardships continues to be one of the most significant barriers preventing members from attending union events, serving on committees, participating in education, and seeking leadership opportunities.

A DEIA lens recognizes that financial barriers are not experienced equally.

Members from equity-deserving groups, including those with disabilities, caregivers, low-income members, rural and remote members, members facing systemic inequalities, may incur additional cost that make participation particularly difficult. Reviewing HEU's financial practices through a DEIA framework will help identify policies and processes that unintentionally create inequitable outcomes and support the development of more inclusive practices.

By removing financial barriers, HEU can strengthen member engagement, broaden representation, foster leadership from underrepresented groups, and ensure that all members have an equitable opportunity to participate in the democratic life of their union.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 131

Submitted by the Ethnic Diversity Standing Committee

Subject: HEU Mental Awareness and Wellness toolkit Campaign

HEU Will: Develop a comprehensive mental health awareness and wellness Toolkit and campaign with a DEIA lens for members, locals and committees.

Toolkit include, where appropriate:

- Information on recognizing the signs, symptoms of stress, burnout, compassion fatigue, moral distress, psychological injury;
- Trauma-informed and culturally safe mental health resources;
- Information on psychological health safety in the workplaces;
- Resources specific to healthcare workers and other HEU members;
- Guidance on accessing community support, employee assistance programs, crisis services, union resources;
- Materials to assist locals in promoting mental health awareness events and campaigns;
- Information for stewards and local officers in supporting members experiencing mental health challenges while respecting privacy and confidentiality;
- Digital and printable resources that are accessible, inclusive, and available to all members;
- Consultations with members, equity committees, individuals with lived experiences, mental health professionals, relevant community organizations in the development of the toolkit to ensure it reflects principles of equity, accessibility, cultural humility, and trauma-informed practice.

Because: Healthcare workers continue to experience increasing levels of workplace stress, burnout, compassion fatigue, moral distress, psychological injury, bullying, violence, and trauma that affect their mental health and well-being.

HEU has an important role in education, supporting and empowering members, locals, and activists by providing accessible resources that promote psychological health, resilience, peer support, and awareness of available services.

Mental health challenges among healthcare workers have increased significantly due to workload pressures, staffing shortages, workplace violence, and exposure to traumatic events.

While HEU provides education in areas, there is an opportunity to create a coordinated, union-wide campaign that equips local and members either practical, accessible resources.

A mental health awareness and wellness toolkit would provide consistent information, reduce stigma, encourage early intervention, and help build psychological safer workplaces, while supporting members in advocating for improved working conditions.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 132

Submitted by the Indigenous Peoples Standing Committee

Subject: 94 Calls to action

HEU Will: Lobby the government to hold true to the 94 calls to action from the Truth and Reconciliation Commission.

Because: The 94 calls to action issued by the Truth and Reconciliation Commission of Canada provide a clear and comprehensive roadmap for addressing the harms caused by residential schools.

Fulfilling these calls to action is essential to advancing reconciliation between Indigenous and non-Indigenous peoples in Canada.

Many of the calls to action -- particularly those related to health, child welfare, education, and justice -- directly impact HEU members and the communities they serve.

Indigenous communities continue to experience systemic inequities in health care, housing, clean water access, and social services.

Lobbying the government demonstrates HEU's commitment to equity, justice, and culturally safe care.

Reconciliation requires concrete action, accountability, and sustained political will -- not symbolic gestures.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 133

Submitted by the Indigenous Peoples Standing Committee

Subject: Denialism

HEU Will: Lobby the government to take action against denialism and hate speech directed toward Indigenous peoples.

Because: Denialism undermines reconciliation. Denying or minimizing documented historical injustices -- such as the abuses committed within the Canadian Indian residential school system -- undermines national reconciliation efforts. These acts of denial retraumatize survivors, their families, and communities, and erode trust between Indigenous peoples and government institutions.

Hate speech or misinformation fuels discrimination and violence. Hate speech directed at Indigenous peoples and their communities normalizes prejudice and reinforces harmful stereotypes and misinformation. This contributes to systemic discrimination in healthcare, education, housing, employment, and the justice system. It also increases the risk of harassment and violence.

HEU has a responsibility to promote truth and equity. Meaningful reconciliation requires acknowledgment of historical truth, accountability, and the active dismantling of racism. Government leadership is essential in addressing denialism and preventing hate speech in order to foster equity, safety, and respect for Indigenous peoples.

Anti-Indigenous rallies threaten community safety. Permitting or failing to respond to anti-Indigenous rallies, AI content and public events that promote denialism, or hateful rhetoric creates an unsafe environment for Indigenous peoples. Such events can escalate tensions, spread misinformation online, in person, and contribute to fear and intimidation within communities.

Public denial of residential school harms causes further damage. When public officials or influential individuals deny or minimize the existence of the residential school system, these public assertions are not merely debate about history but are active attacks on truth that impede healing and relocation.

Public denial harms that have been widely documented and acknowledged by survivors, commissions, and governments. It deepens trauma and undermines public trust. The documented history and stories of the survivors have shown the impact of the residential school system on First Nations, Inuit, and Métis families is profound and intergenerational. By denying this history and stories it perpetuates harm to First Nations, Inuit, and Métis families.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 134

Submitted by the Indigenous Peoples Standing Committee

Subject: Red Dress Alert System

HEU Will: Lobby the federal and provincial governments to implement an effective Red Dress alert system to protect Indigenous women, girls, and 2-Spirit/gender-diverse peoples.

Because: Indigenous peoples face systemic racism, violence, and inequitable access to services — Indigenous women, girls, and 2-Spirit/gender-diverse people in Canada are disproportionately affected by violence and disappearances compared with non-Indigenous populations.

Between 2009 and 2021, the homicide rate for Indigenous women and girls in Canada was six times higher than for non-Indigenous women and girls.

An alert system would support timely responses and accountability. Early public notification systems improve the likelihood of finding missing persons quickly. Governments in Canada and Manitoba have already begun developing a Red Dress alert pilot in collaboration with Indigenous partners, recognizing the critical need for fast coordinated response when someone goes missing.

Federal, provincial, and territorial governments are legally obligated to act. The National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ People called for 231 calls for justice in its final report, including the establishment of a nationwide alert system, and these are not mere recommendations but actions that must be implemented.

Governments have a responsibility to uphold safety, rights, and dignity. Implementing an effective Red Dress alert system would be a concrete step towards addressing systemic violence: “Enhancing public safety, accountability, and reconciliation efforts with Indigenous peoples across Canada”

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 135

Submitted by the Indigenous Peoples Standing Committee

Subject: Integrating the BC Anti-Racism Act as a Guiding Lens for HEU

HEU Will: Voluntarily adopt British Columbia's Anti-Racism Act's principles as a governance framework to strengthen accountability and ensure anti-racism is embedded throughout the union's work.

While this amendment does not make HEU legally subject to the act as though it were a provincial public body, it would align with HEU's existing commitments to equity while providing a constitutional foundation that future policies, strategic plans, education, and decision-making can consistently build upon.

It also positions HEU as a leader in modelling the same anti-racist practices it advocates for with employers across British Columbia.

This wording is broad enough to influence all areas of HEU's operations while allowing the union flexibility in how it implements the framework over time.

Because: Systemic racism continues to create barriers to equity, participation, leadership opportunities, and fair treatment within workplaces and organizations.

The HEU is committed to equity, diversity, inclusion, accessibility, reconciliation, and human rights in representing its members and governing the union.

The principles contained within British Columbia's Anti-Racism Act provide a framework for identifying, preventing, and addressing systemic racism through accountability, transparency, and continuous improvement. Embedding an anti-racism lens into the constitution demonstrates HEU's commitment to advancing equitable outcomes in all aspects of the union's work.

The HEU constitution be amended by adding the following statement to the constitution's objects or guiding principles (or other appropriate section as determined by the constitutional committee):

The HEU shall apply an anti-racism lens, informed by the principles and objectives of British Columbia's Anti-Racism Act, in its governance, policies, bargaining, representation, education, communications, elections, committee work, financial decision-making, hiring, procurement, member engagement, and all other functions of the union. The union shall strive to identify and remove systemic barriers, promote equitable participation and outcomes, and foster an inclusive and accessible organization for all members.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 136

Submitted by the Indigenous Peoples Standing Committee

Subject: HEU Website Accessibility, Equity, and Inclusion Review

HEU Will: HEU's website is often the first point of contact for members seeking representation, education, convention information, committee resources, and support. An accessible, inclusive, and user-friendly website demonstrates HEU's commitment to equity and ensures all members can participate fully in their union regardless of ability, language, culture, age, or technology. Conducting a diversity, equity, inclusion and accessibility (DEIA) informed review will help remove barriers, improve member engagement, and ensure HEU's digital presence reflects the union's values of equity, inclusion, accessibility, and anti-racism.

Because: The HEU website is a primary source of information, education, services, and engagement for members across the province.

Members access the website using a wide variety of devices, technologies, languages, and accessibility supports, and barriers to access can prevent equitable participation.

The principles of DEIA, anti-racism, and universal design should be reflected in all member-facing communications and digital resources.

Improving accessibility and user experience benefits all members, including persons with disabilities, Indigenous members, racialized members, 2SLGBTQIA+ members, older workers, young workers, and members whose first language is not English.

HEU should conduct a comprehensive review of its website through a DEIA lens, including consultation with the standing equity committees, members with lived experience, and accessibility experts where appropriate.

The review should include, but not be limited to:

- compliance with recognized digital accessibility standards (such as web content accessibility guidelines);
- intuitive navigation and improved user experience;
- plain language and inclusive content;
- compatibility with assistive technologies;
- culturally responsive and representative imagery and content;
- multilingual accessibility where feasible; and
- opportunities to improve members' ability to locate resources, education, services, and union information efficiently.

The Provincial Executive should receive a report on the findings and recommendations, along with an implementation plan and timeline for identified improvements.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 137

Submitted by the Indigenous Peoples Standing Committee

Subject: Adopting the BC Anti-Racism Act as a Guiding Lens for HEU

HEU Will: Adopt the B.C. Anti-Racism Act as a guiding lens for HEU.

Because: Systemic racism continues to create barriers to equitable participation, representation, and outcomes for Indigenous, racialized, and equity-deserving members within workplaces and unions.

The HEU is committed to advancing equity, diversity, inclusion, accessibility, and reconciliation in all aspects of its work, including governance, bargaining, representation, education, and member engagement.

British Columbia's Anti-Racism Act provides a framework for identifying, addressing, and preventing systemic racism through accountability, transparency, and ongoing systemic change.

Adopting an anti-racism lens across all union functions strengthens HEU's ability to reflect its membership, remove systemic barriers, and support meaningful equity outcomes.

HEU should adopt the principles and objectives of B.C.'s Anti-Racism Act as a guiding lens for all union activities, including but not limited to governance, policies, bargaining, representation, education, communications, elections, committee work, financial decision-making, hiring, procurement, and member engagement.

HEU should commit to identifying and addressing systemic barriers within its structures and practices, and to promoting equitable participation and outcomes for Indigenous, racialized, and equity-deserving members across the union.

HEU should incorporate this anti-racism lens into relevant policies, strategic planning processes, education programs, and decision-making frameworks in a manner consistent with the union's constitution and values.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 138

Submitted by the Indigenous Peoples Standing Committee

Subject: Review of HEU Financial Practices Through a DEIA and Accessibility Lens

HEU Will: Review of HEU financial practices through a diversity, equity, inclusion, and accessibility (DEIA) lens.

Because: Meaningful participation in union activities -- including conventions, conferences, education programs, committee work, governance, and leadership opportunities -- is fundamental to a strong and democratic union.

Financial barriers, including lost wages, childcare, elder care, travel, accommodation, accessibility-related expenses, and other out-of-pocket costs, can prevent members from participating fully in union activities.

Financial barriers disproportionately impact members from equity-deserving groups, including Indigenous members, racialized members, members with disabilities, 2SLGBTQIA+ members, women, young workers, older workers, members in precarious employment, rural and remote members, and members with caregiving responsibilities.

HEU is committed to advancing DEIA and recognizes that equitable participation requires identifying and removing systemic barriers to engagement and leadership.

The HEU should conduct a comprehensive review of its financial practices, policies, reimbursement processes, and participation supports through a DEIA lens to identify systemic financial barriers that limit member participation.

The review should include consultation with the equity standing committees, locals, and members to better understand the financial barriers experienced by diverse member groups.

Recommendations arising from the review should prioritize equitable access to union participation by considering measures that reduce financial hardship, improve accessibility, and support meaningful participation for all members while maintaining responsible fiscal stewardship.

HEU's strength depends on the voices and participation of all members. However, financial hardship continues to be one of the most significant barriers preventing members from attending union events, serving on committees, participating in education, and seeking leadership opportunities.

A DEIA lens recognizes that financial barriers are not experienced equally. Members from equity-deserving groups -- including those with disabilities, caregivers, low-income members, rural and remote members, and members facing systemic inequities -- may incur additional costs that make participation particularly difficult.

Reviewing HEU's financial practices through a DEIA framework will help identify policies and processes that unintentionally create inequitable outcomes and support the development of more inclusive practices.

By removing financial barriers, HEU can strengthen member engagement, broaden representation, foster leadership from underrepresented groups, and ensure that all members have an equitable opportunity to participate in the democratic life of their union.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 139

Submitted by the Indigenous Peoples Standing Committee

Subject: HEU Mental Health Awareness and Wellness Toolkit Campaign

HEU Will: Make a mental health awareness and wellness toolkit campaign.

Because: Healthcare workers continue to experience increasing levels of workplace stress, burnout, compassion fatigue, moral distress, psychological injury, bullying ,violence, and trauma that affect their mental health and well-being.

Mental health is an essential component of workplace health and safety, and reducing stigma encourages members to seek support without fear of discrimination or judgment.

HEU has an important role in educating, supporting, and empowering members, locals, and activists by providing accessible resources that promote psychological health, resilience, peer support, and awareness of available services.

HEU should develop a comprehensive mental health awareness and wellness toolkit and campaign with a diversity, equity, inclusion, and accessibility lens for members, locals, and committees.

The toolkit should include, where appropriate:

- Information on recognizing the signs and symptoms of stress, burnout, compassion fatigue, moral distress, and psychological injury;
- Trauma-informed and culturally safe mental health resources;
- Information on psychological health and safety in the workplace;
- Resources specific to healthcare workers and other HEU members;
- Guidance on accessing community supports, employee assistance programs, crisis services, and union resources;
- Materials to assist locals in promoting mental health awareness events and campaigns;
- Information for stewards and local officers on supporting members experiencing mental health challenges while respecting privacy and confidentiality; and
- Digital and printable resources that are accessible, inclusive, and available to all members.

HEU should consult with members, equity committees, individuals with lived experience, mental health professionals, and relevant community organizations in the development of the toolkit to ensure it reflects principles of equity, accessibility, cultural humility, and trauma-informed practice.

Mental health challenges among healthcare workers have increased significantly due to workload pressures, staffing shortages, workplace violence, and exposure to traumatic events. While HEU provides education in many areas, there is an opportunity to create a coordinated, union-wide campaign that equips locals and members with practical, accessible resources.

A mental health awareness and wellness toolkit would provide consistent information, reduce stigma, encourage early intervention, and help build psychologically safer workplaces while supporting members in advocating for improved working conditions.

This resolution is broad enough to gain support from convention delegates while giving HEU flexibility to determine the specific format and content of the campaign. It also aligns with HEU's commitments to workplace health and safety, member education, equity, and wellness.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 140

Submitted by the Menno Home Local

Subject: Gender-Based Violence Relief Fund

HEU Will: The HEU will establish a one-time gender-based domestic violence relief fund, funded through HEU's annual budget, to provide grants of up to $1,000 to members who must relocate due to experiencing gender-based violence or intimate partner violence. As well, the Provincial Executive will develop a confidential and accessible eligibility and application procedure to ensure timely assistance is available to members in need.

Because: HEU is committed to supporting the health, safety, dignity, and well-being of its members.

Gender-based violence and intimate partner violence affect people of all backgrounds, and survivors often face significant financial barriers when escaping unsafe situations.

The need to relocate quickly for personal safety can create immediate and unexpected costs, including housing, transportation, deposits, and essential household necessities.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 141

Submitted by the Menno Home Local

Subject: Reduce Accommodation Eligibility Distance

HEU Will: The HEU will amend its policies governing travel and accommodation to reduce the minimum travel distance required to qualify for accommodation, meals, and applicable per diem benefits from 60-plus kilometres to 50-plus kilometres for members attending authorized union functions, including single day events. This change will take effect immediately upon close of convention.

Because: HEU is committed to ensuring equitable access to union education, conventions, meetings, and other union functions for all members, regardless of where they live.

The current requirement that members reside 60 kilometres or more from a union function to qualify for accommodation and associated per diem benefits may create unnecessary barriers to participation for members travelling significant distances.

Reducing the eligibility threshold to 50 kilometres would better reflect travel realities, improve accessibility, reduce fatigue, and encourage greater member engagement in union activities.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 142

Submitted by the Noric House Local

Subject: Increase per diem from $85 a day to $100 a day

HEU Will: Out-of-town members will receive a per diem of $100 dollar a day for when they are away from home to attend union events and meetings. Local members who are not away from their home will receive a per diem of $50 a day.

Because: The cost of food has increased especially when eating out, this amount no longer covers the cost of three basic healthy meals a day. Adding $5 to each meal would help cover the increased costs.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 143

Submitted by the Noric House Local

Subject: Participation

HEU Will: Allow all members attending events or convention to stay in hotels when the event occurs over two or more days.

Because: Removing this barrier will allow more member participation from those who reside less than 60 km from the venue, to allow for safe travel each day. Many members miss evening events preventing them from the full participation experience.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 144

Submitted by the People with Disabilities Standing Committee

Subject: Funding for Equity Standing Committee (ESC) SWAG and Outreach

HEU Will: Promotional swag items for the equity standing committee be funded through HEU operational expenses.

The annual budgets allocated to standing committees be used to support

outreach initiatives and other committee-related expenditures that advance the committees' mandates, in accordance with applicable union financial policies and approval processes.

Because: The union continues to grow, resulting in increased participation in union-sponsored events throughout the year.

Promotional swag is being used more frequently at a variety of union-sponsored events to support member engagement, outreach, awareness and visibility.

The purchase of promotional swag is an operational expense and should be funded through HEU operational expenses rather than committee budgets.

HEU has expressed the importance of its diversity, equity, inclusion and accessibility work and establishment of its equity standing committees (ESCs) and making this change acknowledges and reinforces the union's commitment to this work, and allows ESCs to focus on outreach and HEU members.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 145

Submitted by the People with Disabilities Standing Committee

Subject: Resolution for HEU to Adopt the Hidden Disabilities Sunflower Program

HEU Will: Adopt the hidden disabilities sunflower campaign (https://hdsunflower.com/) and fund all costs associated with the program. Cost may include but are not limited to, membership, training, swag (lanyards, stickers, etc.) for members and staff to self-identify as having a hidden disability, other materials, communications about the program, etc.

Because: Hidden/invisible disabilities are common and are considered to make up to 70-80 per cent of all disabilities.

Suffering in silence is detrimental and allowing members and staff to self-identify allows them to gain support and understanding.

Adopting this program supports HEU's diversity, equity, inclusion and accessibility initiatives.

Adopting this program supports HEU's People with Disabilities equity standing committee, its members with disabilities, and those experiencing intersectionality.

Adopting this program allows HEU to be an example and leader in the labor movement and union spaces.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 146

Submitted by the People with Disabilities Standing Committee

Subject: Resolution for Sharps Containers at HEU Events

HEU Will: Provide and fund accessible sharps containers at all HEU events in all washrooms, quiet/low stimuli rooms, and in individual hotel rooms upon request from members.

Because: Sharps are commonly used by people for a number of medical purposes.

This in line with and supports HEU's diversity, equity, inclusion and accessibility work, reducing barriers and allowing members to fully participate in HEU events.

This supports safe disposal of sharps which is an essential component to harm reduction.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 147

Submitted by the People with Disabilities Standing Committee

Subject: Resolution for HEU to Provide Paramedics and Automated External Defibrillators (AED) at HEU Events

HEU Will: Provide and fund paramedics and automated external defibrillators (AED) at all major HEU events, 24 hours per day from the start of an event until the end of an event, and account for these costs into HEU's budget. Major HEU events will include, but are not limited to conventions, conferences, summer school and winter school.

Because: HEU cares about its members.

Having prompt medical intervention for serious medical events can positively impact the outcome for the individual experiencing them.

HEU and its members have learned they cannot rely on hotels or venues to have AEDs, or to have prompt and easy access to AEDs.

Paramedics can be delayed arriving to major medical events when having to travel to get to the medical event.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 148

Submitted by the People with Disabilities Standing Committee

Subject: Resolution for HEU to Reimburses the Full Cost of Medical Certificates/Doctor's Notes They Require from Members for Duty to Accommodate (DTA)

HEU Will: Upon submission of a valid receipt or invoice of payment, reimburse members the full cost of all medical certificate/doctor's notes required from a medical provider for a duty to accommodate application.

Because: These costs can be significant, placing financial burden on members.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 149

Submitted by the People with Disabilities Standing Committee

Subject: Resolution for DTAs to Remain on Member Files

HEU Will: Keep all member's prior duty to accommodate (DTA) information on file with HEU provincial office for reference and use for all future HEU events, or HEU-funded events, and ensure members who submit DTA requests, are aware that their DTA will be kept on file.

Because: Many accommodation needs and DTAs are life-long and will be required at all future HEU events or HEU-funded events. Members having to resubmit their DTA information for each event is extra labor for the members. Making members prove their needs repeatedly can cause stress, anxiety, fear and reignite trauma.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 150

Submitted by the People with Disabilities Standing Committee

Subject: Resolution on HEU's Transparency for Hotel Accommodation Criteria

HEU Will: Be transparent with all members on all expense letters and written communications referencing hotel accommodations as per the full policy (26 BC 11-08) for all HEU events. As well, change the HEU travel policy to be 60 km or 90 minutes for a member to be entitled to accommodation.

Because: Full transparency by HEU is critical for HEU members' trust in the union. HEU has committed to its diversity, equity, inclusion and accessibility work and being fully transparent of this policy supports this work.

Members with disabilities have had to forgo participation in events completely, or forgo full participation in events, because they weren't aware of this policy in its entirety.

Full transparency of this policy allows members struggling socioeconomically with reduced means for travel, to fully participate. Making this full policy transparent will inform and allow more members to access hotel accommodations accordingly, reducing barriers to participation.

Growing populations, extensive construction, traffic issues and travel delays make travel of more than 90 minutes a reality for many, even for those who live within 60 km.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 151

Submitted by the People with Disabilities Standing Committee

Subject: HEU committee on mental health and substance use

HEU Will: Establish a committee on mental health and substance use.

Because: Mental health and substance use issues affect individuals and communities worldwide.

There is a need for dedicated efforts to address mental health and addiction challenges comprehensively and effectively.

A committee focusing specifically on mental health and addictions within our organization can enhance awareness, support, and resources for those affected.

The HEU should establish a mental health and addictions subcommittee (MHAS) to address mental health and addiction-related issues within our organization and the broader community.

The MHAS should consist of dedicated members representing diverse backgrounds and expertise, including but not limited to mental health professionals, addiction specialists, community advocates, and individuals with lived experience.

The primary objectives of the MHAS should include:

- Increasing awareness and understanding of mental health and addiction issues.
- Advocating for policies and initiatives that promote mental health and addiction prevention, treatment, and support.
- Providing resources, support, and referrals for individuals within our organization and the community affected by mental health and addiction challenges.
- Collaborating with local organizations, healthcare providers, and promoting government agencies to address mental health and addiction needs effectively.

- Promoting destigmatization and creating a supportive environment for individuals seeking help for mental health and addiction concerns.

The MHAS should meet regularly to discuss ongoing initiatives, plan events, share resources, and address emerging issues related to mental health and addictions.

The MHAS should report its progress, findings, and recommendations to the HEU leadership regularly.

The HEU should allocate appropriate resources, including but not limited to funding, staff support, and administrative assistance, to enable the MHAS to fulfill its mandate effectively.

This resolution should take effect immediately upon the passing of the vote for this resolution.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 152

Submitted by the People with Disabilities Standing Committee

Subject: RESOLUTION 2

HEU Will: Create a clear outline, instructions and process to file duty to accommodate applications. This application can be an online fillable form on the HEU website that has an upload able link that goes directly to the department responsible for processing DTAs. There should also be a process for members to ask question and receive follow up information as needed.

Because: The current process is creating barriers for our members to file a DTA and know who to speak to regarding their forms, doctors notes, conditions and restrictions etc.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 153

Submitted by the People with Disabilities Standing Committee

Subject: Provision of sharps containers at all HEU events

HEU Will: Provide free sharps containers at all union events, including at the HEU provincial office and all outside venues in which union events are held. HEU will ensure easily accessible and safe disposal of sharps for all attendees requiring the use of sharps for medical purposes. HEU will promote the importance of sharps containers and make members aware of the availability and location of the sharps containers.

Because: Individuals with certain medical conditions require the use of sharps to manage their health effectively and supporting those with disabilities in managing their health needs responsibly aligns with HEUs diversity, equity, inclusion and accessibility (DEIA) principles and their commitment to promoting DEIA. HEU is committed to supporting the health, safety and well-being of all its members and attendees at union events, and as such, providing sharps containers at union events promotes safe disposal of sharps. Providing sharps containers is in line with HEUs commitment to prevent health and safety risks and promoting a safe environment for all members and attendees at all HEU events.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 154

Submitted by the People with Disabilities Standing Committee

Subject: Resolution for Hotel Accommodations for all PWD ESC Members

HEU Will: Provide hotel accommodations for all People with Disabilities (PWD) equity standing committee members attending HEU events, upon request from the member.

Because: PWD committee members are known to have disabilities that can contribute to negative impacts on their health and well-being when having to drive back and forth from home to a venue before and after HEU events.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

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Resolution 155

Submitted by the People with Disabilities Standing Committee

Subject: HEU subcommittee for Mental Health and Substance Use

HEU Will: Establish a Provincial Executive subcommittee for mental health and substance use (MHSU).

Because: Mental health and substance use issues affect individuals and communities province wide, and there is a need for a dedicated effort to address mental health and substance use challenges comprehensively and effectively. Having a subcommittee focusing specifical on mental health and substance use within HEU will enhance the awareness, support and resources for all members.

The (MHSU) subcommittee shall consist of members representing diverse backgrounds with differencing experiences, and individuals with lived/ living experience. The primary objective of this subcommittee shall include, increasing awareness, understand of mental health and substances use, advocating for policy changes and working initiatives that promote mental health and substance us prevention, providing resources in the community and collaborating with government agencies to address the needs effectively.

The subcommittee will additionally promote to destigmatize and create a supportive environment for individuals seeking mental health and the MHSU subcommittee will meet regularly to discuss ongoing concerns province wide and address emerging issues related to mental health and substance use across Canada.

The MHSU will report its progress, findings and recommendations to the HEU leadership and will have staff support, administrative support and funding support. This resolution will take effect immediately upon the passing of the vote for this resolution.

New Language will read: HEU will establish a PE subcommittee for Mental Health and Substance Use.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 156

Submitted by the People with Disabilities Standing Committee

Subject: RESOLUTION 3

HEU Will: Reimburse members for a doctors note, if the union requires one for a duty to accommodate (DTA) application.

Because: Doctors notes are not cheap and if having to prove a DTA, it shouldn’t come out of a member's pockets.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 157

Submitted by the People with Disabilities Standing Committee

Subject: Automatic Delegation of Equity Standing Committee Members to Attend HEU Convention

HEU Will: Designate all equity standing committee members as automatic delegates to HEU's biennial convention.

Because: The equity standing committee plays a crucial role in fostering diversity, inclusion, and equitable practices within our organization.

The biennial HEU convention serves as a vital platform for networking, sharing best practices; and advancing the cause of equity and inclusivity in our community.

Ensuring representation and participation from our equity standing committee members at the convention and unity.

HEU's convention aligns with our organization's commitment to promoting diversity, equity, and unity.

All members of the equity standing committee should be automatically designated as delegates to attend the annual HEU convention.

The organization should cover the registration fees, travel expenses, and accommodations for equity standing committee members attending the HEU convention, in accordance with budgetary provisions.

The equity standing committee shall actively participate in planning and organizing sessions workshops, or presentations relevant to their expertise or focus areas during the HEU convention.

The equity standing committee members shall be encouraged to share insights, experiences, and recommendations gathered from the HEU convention with the broader organization upon their return.

This resolution shall take effect immediately upon its adoption and shall remain in force until amended or rescinded by subsequent resolutions.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 158

Submitted by the People with Disabilities Standing Committee

Subject: Medical Emergency Crisis Funds

HEU Will: Create a medical emergency crisis fund for members of the HEU.

Because: HEU members are affected by medical conditions which can suddenly cause them to be temporarily disabled or permanently disabled. These members are suddenly not financially able to afford paying for their basic needs. HEU members are not able to afford their benefits to keep their medications which they desperately may need while off work.

While a member may qualify for short term medical, they are required to use up all their banked sick time, then the medical EI will kick in after the qualifying period. Medical EI is now available up to 26 weeks, which is an increase from the prior 15 weeks.

Qualifying members would receive 55 per cent of their insurable earnings up to maximum of $650 each week.

When a member goes off on leave, they are required to provide a medical note to their employer indicating the length of the leave. Often a leave may be extended from the original return to work date due to recovery period or other medical issues that may arise during their leave. After a certain period away, the employer will stop providing benefits and the member may elect to take over payment of benefits.

Given the current economic climate, with high rental rates and mortgages, current cost of living, etc., a member may have to decide to not take benefits so that their basic necessities are met during their time away on medical leave. This is particularly stressful as members are provided with a choice to take all benefits, take one or none, or select those benefits that may be particularly necessary during their time off. Included in the benefit package is medical, dental, extended health and long-term disability.

Based on the current medical employment insurance (EI) payment model, members may receive 55 per cent of their insurable earnings. Imagine not having benefits during an already stressful time off or having to decide, if you pay for the benefits yourself. Members are stretched thin already with their paycheques and are particularly stretched with the current economy as it is.

HEU should create a medical emergency crisis fund for members of the HEU.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 159

Submitted by the People with Disabilities Standing Committee

Subject: Substance use policy at HEU

HEU Will: Develop a policy to create an inclusive substance-free environment for all union members to fully participate at HEU events and functions.

Because: Currently there is no policy in place in regards to substance use at HEU events and functions in the HEU's policies and procedures manual.

The health and safety of all union members is a fundamental priority.

The presence of substances such as alcohol and drugs can create barriers for members who are in recovery or choose to abstain for personal or health reasons such as a history of trauma-related to substance use and religious tenets.

An inclusive environment is necessary to ensure that all members have the opportunity to participate fully in union functions.

A substance-free policy can help to foster a more inclusive, respectful, and productive environment attendees.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 160

Submitted by the Pink Triangle (2SLGBTQIA+) Standing Committee

Subject: Adopting the BC Anti-Racism Act as a Guiding Lens for HEU

HEU Will: Adopt the principles and objectives of British Columbia's Anti-Racism Act as a guiding lens for all union activities, including but not limited to governance, policies, bargaining, representation, education, communications, elections, committee work, financial decision-making, hiring, procurement, and member engagement.

HEU commit to identifying and addressing systemic barriers within its structures and practices, and to promoting equitable participation and outcomes for Indigenous, racialized, and equity-deserving members across the union.

HEU incorporate this anti-racism lens into relevant policies, strategic planning processes, education programs, and decision-making frameworks in a manner consistent with the union's constitution and values.

Because: Systemic racism continues to create barriers to equitable participation, representation, and outcomes for Indigenous, racialized, and equity-deserving members within workplaces and unions.

The HEU is committed to advancing equity, diversity, inclusion, accessibility, and reconciliation in all aspects of its work, including governance, bargaining, representation, education, and member engagement.

British Columbia's Anti-Racism Act provides a framework for identifying, addressing, and preventing systemic racism through accountability, transparency, and ongoing systemic change.

Adopting an anti-racism lens across all union functions strengthens HEU's ability to reflect its membership, remove systemic barriers, and support meaningful equity outcomes.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 161

Submitted by the Pink Triangle (2SLGBTQIA+) Standing Committee

Subject: HEU Website Accessibility, Equity, and Inclusion Review.

HEU Will:

Conduct a comprehensive review of its website through a diversity, equity, inclusion, and accessibility (DEIA) lens, including consultation with the standing equity committees, members with lived experience, and accessibility experts where appropriate.

The review include, but not be limited to:

- compliance with recognized digital accessibility standards (such as web content accessibility guidelines);
- intuitive navigation and improved user experience;
- plain language and inclusive content;
- compatibility with assistive technologies;
- culturally responsive and representative imagery and content;
- multilingual accessibility where feasible;
- opportunities to improve members' ability to locate resources, education, services, and union information efficiently.

The Provincial Executive receive a report on the findings and recommendations, along with an implementation plan and timeline for identified improvements.

Because: HEU's website is often the first point of contact for members seeking representation, education, convention information, committee resources, and support. An accessible, inclusive, and user-friendly website demonstrates HEU's commitment to equity and ensures all members can participate fully in their union regardless of ability, language, culture, age, or technology.

The HEU website is a primary source of information, education, services, and engagement for members across the province

Members access the website using a wide variety of devices, technologies, languages, and accessibility supports, and barriers to access can prevent equitable participation.

The principles of DEIA, anti-racism, and universal design should be reflected in all member-facing communications and digital resources.

Improving accessibility and user experience benefits all members, including persons with disabilities, Indigenous members, racialized members, 2SLGBTQIA+ members, older workers, young workers, and members whose first language is not English.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 162

Submitted by the Pink Triangle (2SLGBTQIA+) Standing Committee

Subject: Review of HEU Financial Practices Through a DEIA and Accessibility Lens

HEU Will: Conduct a comprehensive review of its financial practices, policies, reimbursement processes, and participation supports through a diversity, equity, inclusion, and accessibility (DEIA) lens to identify systemic financial barriers that limit member participation.

The review include consultation with the equity standing committees, locals, and members to better understand the financial barriers experienced by diverse member groups;.

Recommendations arising from the review prioritize equitable access to union participation by considering measures that reduce financial hardship, improve accessibility, and support meaningful participation for all members while maintaining responsible fiscal stewardship.

Because: HEU's strength depends on the voices and participation of all members. However, financial hardship continues to be one of the most significant barriers preventing members from attending union events, serving on committees, participating in education, and seeking leadership opportunities.

A DEIA lens recognizes that financial barriers are not experienced equally. Members from equity-deserving groups -- including those with disabilities, caregivers, low-income members, rural and remote members, and members facing systemic inequities -- may incur additional costs that make participation particularly difficult.

Reviewing HEU's financial practices through a DEIA framework will help identify policies and processes that unintentionally create inequitable outcomes and support the development of more inclusive practices.

By removing financial barriers, HEU can strengthen member engagement, broaden representation, foster leadership from underrepresented groups, and ensure that all members have an equitable opportunity to participate in the democratic life of their union.

Meaningful participation in union activities -- including conventions, conferences, education programs, committee work, governance, and leadership opportunities -- is fundamental to a strong and democratic union.

Financial barriers, including lost wages, childcare, elder care, travel, accommodation, accessibility-related expenses, and other out-of-pocket costs, can prevent members from participating fully in union activities.

These financial barriers disproportionately impact members from equity-deserving groups, including Indigenous members, racialized members, members with disabilities, 2SLGBTQIA+ members, women, young workers, older workers, members in precarious employment, rural and remote members, and members with caregiving responsibilities.

HEU is committed to advancing DEIA and recognizes that equitable participation requires identifying and removing systemic barriers to engagement and leadership.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 163

Submitted by the Pink Triangle (2SLGBTQIA+) Standing Committee

Subject: HEU Mental Health Awareness and Wellness Toolkit Campaign

HEU Will: Develop a comprehensive mental health awareness and wellness toolkit and campaign with a DEIA lens for members, locals, and committees.

The toolkit include, where appropriate:

- Information on recognizing the signs and symptoms of stress, burnout, compassion fatigue, moral distress, and psychological injury;

- Trauma-informed and culturally safe mental health resources;

- Information on psychological health and safety in the workplace;
- Resources specific to healthcare workers and other HEU members;
- Guidance on accessing community supports, employee assistance programs, crisis services, and union resources;
- Materials to assist locals in promoting mental health awareness events and campaigns;
- Information for stewards and local officers on supporting members experiencing mental health challenges while respecting privacy and confidentiality; and
- Digital and printable resources that are accessible, inclusive, and available to all members.

Consults with members, equity committees, individuals with lived experience, mental health professionals, and relevant community organizations in the development of the toolkit to ensure it reflects principles of equity, accessibility, cultural humility, and trauma-informed practice.

Because: Mental health challenges among healthcare workers have increased significantly due to workload pressures, staffing shortages, workplace violence, and exposure to traumatic events. While HEU provides education in many areas, there is an opportunity to create a coordinated, union-wide campaign that equips locals and members with practical, accessible resources.

A mental health awareness and wellness toolkit would provide consistent information, reduce stigma, encourage early intervention, and help build psychologically safer workplaces while supporting members in advocating for improved working conditions.

This resolution is broad enough to gain support from convention delegates while giving HEU flexibility to determine the specific format and content of the campaign. It also aligns with HEU's commitments to workplace health and safety, member education, equity, and wellness.

Healthcare workers continue to experience increasing levels of workplace stress, burnout, compassion fatigue, moral distress, psychological injury, bullying, violence, and trauma that affect their mental health and well-being.

Mental health is an essential component of workplace health and safety, and reducing stigma encourages members to seek support without fear of discrimination or judgment.

HEU has an important role in educating, supporting, and empowering members, locals, and activists by providing accessible resources that promote psychological health, resilience, peer support, and awareness of available services.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 164

Submitted by the Pink Triangle (2SLGBTQIA+) Standing Committee

Subject: Purchase of a Union Outreach Vehicle.

HEU Will: Allocate funds to purchase and maintain a dedicated outreach van for official union business.

The vehicle be made available under a fair and transparent policy for use in member outreach, organizing, education, conventions, community events, and other union-approved activities.

The Executive board develop clear guidelines for the operation, maintenance, insurance, scheduling, and accountability of the vehicle to ensure it is used responsibly and in the best interests of the membership.

This investment be recognized as a commitment to increasing member engagement, removing barriers to participation, strengthening organizing efforts, and ensuring the union's resources are used to build a more active, inclusive, and connected membership.

Because: Our union is committed to building a strong, engaged, and inclusive membership through outreach, education, organizing, and participation.

Many members face barriers to attending union meetings, events, worksites, and community activities, making proactive outreach essential to maintaining a connected and representative union.

A dedicated union outreach van would provide a visible and practical resource to support member engagement, workplace visits, organizing campaigns, community events, labour solidarity actions, and the transportation of outreach materials and equipment.

The union has the financial capacity to make strategic investments that strengthen member participation and advance the goals of the organization.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 165

Submitted by the St. James Local

Subject: Migrant Workers' Rights

HEU Will: Continue advocating for permanent resident pathways, open work permits, and stronger workplace protections for migrant and undocumented workers, while supporting organizations working for migrant justice.

Because:

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 166

Submitted by the St. James Local

Subject: Human Rights Tribunal Representation

HEU Will: Provide representation and specialized support to members who choose to pursue a complaint through the BC Human Rights Tribunal, including investing in staff with expertise in human rights law.

Because: Human rights complaints are often complex and difficult for individual workers to navigate.

Members should have access to union support when addressing discrimination, harassment, or failures to accommodate in the workplace.

Strong human rights advocacy helps protect workers' rights and advances equity in B.C. workplaces.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 167

Submitted by the St. James Local

Subject: Equity and Inclusion in Community Health

HEU Will: Expand education, leadership development, and organizing opportunities for racialized, immigrant, migrant, and internationally educated workers in community health.

Because: Many community health workers face barriers related to racism, language, credential recognition, and unequal access to leadership opportunities. Building an inclusive union strengthens worker participation and solidarity.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 168

Submitted by the St. James Local

Subject: Member Education on Settler Colonialism and Palestine

HEU Will: Provide member education on the history of settler colonialism in Canada, explore its parallels with the occupation of Palestine, examine Canada's role and responsibilities under international law, and discuss how trade unions can support a just and lasting peace.

Because:

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 169

Submitted by the Surrey Local

Subject: Fair Compensation for Workshop and Professional Development scheduled on Days Off

HEU Will: Amend the workshop rules whereas workshop and training session are scheduled on members earned days off, which effectively erodes the essential recovery time required to combat burnout in the healthcare sector.

Because: Requiring members to attend training on their days offs without adequate compensation creates financial barriers and excludes members with caregiving responsibilities, thereby undermining our commitment to equity and inclusivity. HEU should adopt a policy requiring that any member requested or required to attend a workshop or training session on a scheduled day off be compensated at the applicable rate of pay.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 170

Submitted by the Surrey Local

Subject: Hotel Accommodation for Extended Workshop within 30 km

HEU Will: All registered participants residing within 30 km from the venue be provided with hotel accommodation. Accommodation shall be covered for the full duration of the workshop, including the night prior to the start date, if the start time is before 9:00 a.m. The union shall cover the cost of the room and applicable taxes directly.

Because: When an HEU workshop is scheduled for a duration exceeding three consecutive days and daily sessions exceed eight hours, including travel time, this may lead to participant fatigue and decreased engagement.

Providing onsite accommodation fosters networking, collaborative learning and ensures the safety of the members by eliminating long commutes after late sessions.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 171

Submitted by the Victoria General Local

Subject: Dependant Care Policy

HEU Will: Adhere to the spirit of the dependant care policy:

HEU recognizes that our members have family responsibilities that they balance with work and union activity. This dependant care policy is one way to help with that balance and eliminate some of the barriers that prevent members with family responsibilities from participating fully in their union.

This foundational statement explicitly acknowledges that members manage family obligations alongside work and union involvement.

The current written policy does not restrict coverage solely to households where no other adult is present, it is to support the member in their family responsibilities. Denying support under these circumstances contradicts the policy's purpose and creates an unfair obstacle for active members.

HEU will support members through the dependant care policy, even if another adult is present in the home, recognizing that members are unable to fulfill their regular family responsibilities while away on union business.

Because: My dependant care claim was denied on the basis that another parent was at home while I was out of town for union business while bargaining.

Because bargaining lasts many months, when HEU withdrew support for my family, it led to me being unable to attend in person, as I could not manage to do so financially or emotionally. I was told that my wife, who was pregnant, with a two- and five-year old at home was expected to adjust single parenting.

To build a strong and inclusive union, we must support members in participating in union work, education, and events. By allowing members to hire dependant care assistance when traveling out of town, this policy directly removes the financial barriers that prevent members from fully engaging.

Restricting a policy that it excludes most members with families is unproductive and is only available to single parents distorts the policy away from supporting members with family responsibilities.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 172

Submitted by the We Three Villages Local

Subject: Participation in events/education workshops

HEU Will: Allow all members attending events/workshops to stay in hotels and receive full per diems when the event occurs over two or more days.

Because: Currently members 60 km or less are required to commute daily to events. In the Lower Mainland especially, this can mean three-and-a-half to four hours of travel during peak time. This creates barriers for members to participate in after hours networking and events. We need to make it more equitable for them.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 173

Submitted by the We Three Villages Local

Subject: PER DIEMS

HEU Will: Effective immediately increase per diems to $100 each day, with minimal annual increases of five dollars for each meal. Revaluate the rate in comparison to rate of inflation/cost of living.

Because: Currently members are unable to purchase three meals a day for $85. They are often skipping meals, splitting meals in two, or trying to find a grocery store to pick up meals they can make in their hotel room, provided there's a microwave/fridge onsite.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 174

Submitted by the Young Workers Standing Committee

Subject: DTA applications and forms

HEU Will: Create a clear outline, instructions and process to file duty to accommodate applications. This application can be an online fillable form on the HEU website that has an upload able link that goes directly to the department responsible for processing DTAs. There should also be a process for members to ask question and receive follow up information as needed.

Because: The current process is creating barriers for our members to file a DTA and know who to speak to regarding their forms, doctors notes, conditions and restrictions etc.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 175

Submitted by the Young Workers Standing Committee

Subject: DTA notes

HEU Will: Reimburse members for a doctors note, if the union requires one for a duty to accommodate (DTA) application.

Because: Doctors notes are not cheap and if having to prove a DTA, it shouldn't come out of a member's pockets.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 176

Submitted by the Young Workers Standing Committee

Subject: Official Delegate Accommodation at Equity Conference

HEU Will: Provide and fund accommodation at the designated conference hotel for all official delegates attending the HEU equity conference for the duration of the conference, regardless of the delegate's proximity or place of residence to the conference venue.

Because: Participation in the equity conference extends beyond scheduled educational sessions and includes networking, caucusing, committee work, mentorship opportunities, and informal discussions that contribute to delegates' learning, engagement, and leadership development.

Delegates who stay off-site may miss opportunities for full participation in conference activities and committee-related work.

Having delegates housed in a common location promotes accessibility, safety, collaboration, inclusion, and a stronger conference experience for all participants.

HEU already provides hotel accommodation for delegates attending conventions and bargaining conferences, recognizing the importance of delegates being housed together to fully participate in conference activities. Equity conference delegates should receive the same support and opportunity for participation.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 177

Submitted by the Young Workers Standing Committee

Subject: BIPOC Education, Training and Leadership Development

HEU Will: Develop and provide ongoing educational opportunities focused on anti-racism, cultural awareness, allyship, equity, inclusion, and the experiences of Black, Indigenous, and people of colour (BIPOC) communities.

Expand online and in-person educational offerings to include BIPOC-focused workshops, training programs, and leadership development opportunities that are accessible to members throughout the year.

Promote participation and leadership development opportunities for BIPOC members within the union.

Because: HEU is committed to equity, diversity, inclusion, anti-racism, and reconciliation.

Systemic barriers have historically limited equitable access to educational and leadership development opportunities for Black, Indigenous, and people of colour communities.

There is an ongoing need for educational opportunities that increase understanding of systemic racism, cultural awareness, allyship, and inclusion within our workplaces, communities, and union.

Regular educational opportunities will support member engagement, leadership development, solidarity, and meaningful participation of BIPOC members throughout HEU.

HEU already provides a variety of educational programs and online learning opportunities for members, and expanding BIPOC-focused education would further strengthen the union and commitment to equity and inclusion.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Making HEU voices heard at the ballot box

Resolution 178

Submitted by the Menno Home Local

Subject: Political Action Policy Review

HEU Will: Repeal all existing HEU resolutions, policies and procedures directing ongoing support for a named political party and replace them with a policy requiring the Provincial Executive review the platforms, records, and commitments of all major political parties and individual candidates seeking office, before every provincial and federal general election.

Any recommendation for political endorsement, campaigning, financial support, or member engagement will be determined by the Provincial Executive and based solely on that review of which parties or candidates best advance the interests of HEU members, public healthcare, and workers' rights.

Because: The HEU represents members with diverse political beliefs and affiliations.

HEU's political advocacy should be guided by the interests of its members, the protection of public healthcare, workers' rights, and the union's objectives, rather than a permanent commitment to any one political party.

The policies, platforms, and records of political parties and candidates may change from one election to the next.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Miscellaneous

Resolution 179

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Voting at Convention.

HEU Will: Effective immediately switch to electronic ballots for all the voting at convention.

Because: No system is without flaws but education on the use of electronic-voting strengthens confidence and increases participation.

Electronic voting is a more accurate and less contentious method of decision making and mitigates risks of miscounts versus the person running the vote being continually challenged.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 180

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: Voting at Convention.

HEU Will: Effective immediately switch to electronic ballots for all the voting at convention.

Because: No system is without flaws but education on the use of electronic-voting strengthens confidence and increases participation.

Electronic voting is a more accurate and less contentious method of decision making and mitigates risks of miscounts versus the person running the vote being continually challenged.

While initial costs are potentially higher costs for ballot printing, transportation and storage and manual labour for counting are eliminated.

Some people get very upset when a peer did not vote for the same candidate as them and when their vote is seen visibly, so this will eliminate peer pressure voting and people feeling safer to put there opinion forward.

This will aid in helping prevent member dissent over disagreements within locals and committees.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 181

Submitted by the 2-Spirit, Women and Non-binary Standing Committee

Subject: E-transfers of funds

HEU Will: Members will get voucher reimbursements via e-transfers, if the member so indicates and has given this information to HEU's finance department.

Because: Due to banking challenges and limited locations, not all members have the ability to get immediate access to their voucher reimbursement funds and must submit cheques when received into their bank accounts. E-transfers are still digitally tracked for accounting purposes and are becoming a more common way in which funds are moved in today's computer age versus cheques which can have multiday holds before processing. This also reduces the challenge of having to chase signing authorities for signatures all over town and outside of business hours when required.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 182

Submitted by the Armstrong Local

Subject: E-transfers of funds

HEU Will: Members will get voucher reimbursements via e-transfers, if the member so indicates and has given this information to HEU's finance department.

Because: Due to banking challenges and limited locations, not all members have the ability to get immediate access to their voucher reimbursement funds and must submit cheques when received into their bank accounts. E-transfers are still digitally tracked for accounting purposes and are becoming a more common way in which funds are moved in today's computer age versus cheques which can have multiday holds before processing. This also reduces the challenge of having to chase signing authorities for signatures all over town and outside of business hours when required.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 183

Submitted by the CMHA Fraser Local

Subject: Provincial Subcommittee Delegates

HEU Will: Selected subcommittee delegates shall be deemed to be delegates to HEU convention with all rights and privileges.

Because: Members selected to a Provincial Executive subcommittee play an important role in advancing the work of the union. Providing these delegates full access to convention promotes equity, inclusion and accountability and ensures their voices are heard by removing barriers to full participation at union events.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 184

Submitted by the Cowichan Valley Local

Subject: Regional Meetings

HEU Will: Suspend biannual in-person regional meetings in favour of on-line teleconferenced webinars.

Because: The cost of regional meetings, travel and accommodation have escalated.

Not all locals can fully participate in-person due to their size, union release complications, travel distances and conditions.

The union has had great success with telephone and webinar town Hall meetings which benefit all locals regardless of local capacity to participate.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 185

Submitted by the FHA Support Services Local

Subject: Alignment with National International Solidarity Frameworks

HEU Will: Refrain from automatically adopting, reading, or enforcing political, geopolitical, or international solidarity directives passed by national affiliate bodies such as CUPE National unless the specific mandate is independently reviewed, debated, and explicitly voted on by a democratic majority of HEU members at an HEU biennial convention.

Because: HEU operates under its own distinct constitution, and its leadership is accountable first and foremost to the healthcare workers of British Columbia, not national political blocks.

Automatically absorbing sweeping national resolutions can cause deep division among local memberships and divert focus away from local workplace crises like understaffing and privatization.

Protecting member democracy requires that any controversial or non-healthcare policy position must undergo a rigorous, independent debate on HEU's own convention floor before being endorsed in our name.

Our house, our rules: Remind members that HEU has a rich history of autonomy. We should not inherit the outcomes of massive, national-level debates where B.C. health care workers represent only a small fraction of the voting delegates.

Focusing on the floor: Argue that our union's primary job is to protect members in B.C. hospitals, long-term care facilities, and community health centers. Polarizing national directives divide the shop floor when we need to be united against the employer.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 186

Submitted by the Kamloops/Thompson Local

Subject: Protection of Member Expression and Participation

HEU Will: Strengthen protections for members engaging in respectful, good-faith criticism, organizing, or debate regarding union governance and leadership decisions.

No member shall face retaliation, intimidation, discrimination, or unequal treatment within the union for engaging in respectful, good-faith criticism, organizing activity, or debate regarding union governance, bargaining positions, elections, constitutional matters, or leadership decisions.

Because: Healthy unions require open discussion and constructive debate.

Members should not fear retaliation for raising concerns or differing opinions.

Democratic participation depends on freedom of expression within the union.

Open dialogue strengthens accountability and member engagement.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 187

Submitted by the Menno Home Local

Subject: Plain Language Constitution and Policy and Procedures Review

HEU Will: Establish a comprehensive plain language review of both the constitution and the policies and procedures manual every five years.

The review will be completed before every third convention, with the revised documents distributed to all locals no later than six months before the deadline for submitting constitutional amendments and resolutions.

The review will include recommendations to improve readability, clarity, consistency, organization, and accessibility while preserving the intent of existing provisions.

Because: HEU's governing documents should be clear and accessible to all members.

Plain language promotes transparency and consistent interpretation.

Regular reviews ensure governing documents remain current and understandable.

Locals require sufficient time to review revisions before the convention amendments deadline.

Informed participation strengthens the union's democratic decision-making.

Accessible governing documents encourage greater member engagement in union affairs.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 188

Submitted by the Noric House Local

Subject: Voting at Convention

HEU Will: Effective immediately switch to electronic ballots for all the voting at convention.

Because: Electronic voting is more accurate and will remove the barrier of voting freely amongst peers, eliminating peer pressure and conflict and disagreements within cohorts.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 189

Submitted by the Prince Rupert Local

Subject: Municipal Pension Plan (MPP) - Retirement Planning Seminars- IN PERSON

HEU Will: Make a priority to strongly encourage the plan partner to the Municipal Pension Plan (MPP) board revisits the provincial retirement planning seminars that used to occur prior to the COVID-19 pandemic. Many of our members who seek information to prepare and plan their retirement are not comfortable with the new technological changes, and do not feel supported by the replaced virtual platform.

Because: In 1999, 7,000 members participated in 261 province-wide pension information seminars.

The numbers of attendees after that have steadily increased, and these seminars were always full, and participants left knowing significantly more about their choices. Financial planning is an often-overlooked part of members work careers.

MPP has recently made changes to the choices members can make regarding how their plan will be dispensed to their own benefactors. MPP's guiding principle nine states that the board ensures that services are founded on cost-effective professional administration practices that foster responsiveness, excellence, fairness, integrity and credibility.

The aging demographic is only getting larger and larger. This age group is the largest growing population in Canada. As our older workers find the online format in this new electronic world for learning to be cumbersome, and not friendly to their needs, we see this has increased barriers to this age group.

There are also discussions from other member groups that it's never to early to start planning for the future, and all members should have opportunity to learn about their own financial future.

Local executives and enhanced disability management program stewards are continually being asked to help members with their pension/retirement enquires. These volunteers are not equipped to fully answer members questions.

This resolution is not a request for completely new programming from MPP, but just that the delivery method should return to what was well provided for prior to COVID-19.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 190

Submitted by the St. Vincent's Local

Subject: Enhanced Utilization and Service Role of EDMP Stewards

HEU Will: Allow Enhanced Disability Management Program (EDMP) stewards to serve on the Provincial Executive and participate in labour relations activities, including acting as site shop stewards when shortages exist and experienced stewards are required to support locals and their members.

Because: EDMP stewards possess specialized skills and extensive expertise in labor relations and member advocacy. Many HEU locals face severe steward shortages and require experienced stewards to maintain effective representation and support members in need. Restricting EDMP stewards from participating in broader union roles prevents locals from utilizing valuable experience during critical situations. Allowing EDMP stewards to hold Provincial Executive positions and perform general steward duties strengthens union leadership, enhances local capacity, and improves member representation across the union.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 191

Submitted by the St. Vincent's Local

Subject: Term Limits and Rotation for EDMP Steward Positions

HEU Will: Establish a maximum term limit of two years for Enhanced Disability Management Program (EDMP) steward positions, with a potential extension of up to one additional year for a maximum three years total, to create a rotation that allows other aspiring members to participate in the program.

Because: EDMP steward positions are temporary assignments meant to build union capacity and provide specialized development opportunities. Many passionate, aspiring members wish to become EDMP stewards to gain experience and serve their fellow union members. Implementing term limits ensures equitable access to leadership development and prevents positions from becoming stagnant. A structured rotation expands the pool of experienced activists within the union, while maintaining continuity through the optional one-year extension.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 192

Submitted by the We Three Villages Local

Subject: Voting method at convention

HEU Will: Effective immediately switch to electronic ballots for all the voting at convention.

Because: No system is without flaws but education on the use of electronic-voting strengthens confidence and increases participation.

Electronic voting is a more accurate and less contentious method of decision making and mitigates risks of miscounts versus the person running the vote being continually challenged.

While initial costs are potentially higher costs for ballot printing, transportation and storage and manual labour for counting are eliminated.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Constitutional Amendment

Resolution 193

Submitted by the Finnish Care Local

Subject: Bargaining Conference delegates, Article 9, section A2)

HEU Will: Approve to send two delegates to a bargaining conference, even for small local with 100 Facilities members or less, instead of one.

Because: There should be two members to support each other attending from a Facilities local, as some members want to get involved but are hesitant to go alone.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 194

Submitted by the Kelowna Local

Subject: Increase payable death benefit

HEU Will: Increase the payable death benefit to $1,000 from the current $500 benefit.

The benefit for members will be $1,000 more than the maximum Canada Pension Plan (CPP) death benefit or $3,500, whichever is greater.

Because: We are living in an increasingly more expensive world these days. A traditional burial or cremation now exceed $5,000, which is financial taxing at the time of a passing on the remaining family.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 195

Submitted by the Older Persons Standing Committee

Subject: Provincial Executive Officers

HEU Will: Amend Article 6 section (A) Diversity Vice-President:

Indigenous Peoples (one representative)

Ethnic Diversity (one representative)

Pink Triangle (one representative)

2-Spirit, Women and Non-Binary (one representative)

People With Disabilities (one representative)

Young Workers (one representative)

Older Persons (one representative)

Because: Older persons bring significant experience, mentorship, historical knowledge, and advocacy to the union.

Representation at the Provincial Executive level strengthens equity-seeking groups and ensures their voices are included in union governance and decision-making.

The creation of new provincial equity standing committees reflects the evolving diversity and needs of the membership.

Establishing diversity vice-president representation for future equity committees creates fairness, consistency, and inclusive governance across all equity groups.

All equity-seeking groups deserve meaningful representation within the leadership structure of the union.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 196

Submitted by the VGH Local

Subject: Article 17 Installation, Article 18 Obligation

HEU Will: Amend the installation of officers and the oath of obligation to ensure the wording complies with the HEU's values of inclusion and diversity, and with the Canadian Charter of Rights and Freedoms and the B.C. Human Rights Code.

Because: The current oath language uses the word pledge, which may conflict with the beliefs of some members whose faith or conscience prohibits oath-taking.

Allowing members to substitute affirm for pledge ensures that all members, regardless of religion or personal conviction, can serve in elected roles without discrimination or barrier.

The amendment strengthens the union's commitment to equality, inclusion, and respect for diversity by affirming the right of all members to participate fully in HEU's democratic processes.

The change modernizes the oath in line with Canadian legal and human-rights standards which universally provide for affirmation as alternative to oath taking.

The new language should read:

Article 17 Installation

(The newly elected officers shall take their placed in front of the Chairperson)

Chairperson or Installing Officer:

Fellow members, I invite you to make the following obligation. Those with a conscientious objection to oath-taking may substitute the word "affirm" for "pledge" throughout.

I, _____, sincerely pledge (or affirm) that I shall truly and faithfully and to the best of my ability perform the duties of my office for the ensuring term as prescribed in the constitution and by-laws of the union and, as an officer of the Union, shall at all times endeavor, both by my counsel and example, to promote the harmony and preserve the dignity of it sessions.

I further pledge (or affirm) that at the close of my official term, I shall promptly deliver any monies or property of the union in my possession to my successor in office.

Article 18 Initiation

Chairperson:

Will the conductor please bring forward new applicants for memberships.

Obligation

Chairperson:

I invite you to make the following obligation. Those with a conscientious objection to oath-taking may substitute the work "affirm" for "pledge" throughout.

I _____, in the presence of these witnesses, do hereby pledge (or affirm) that I shall abide by the constitution and by-laws of the union, and shall not divulge proceedings which the meeting has identified as confidential at the meetings.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 197

Submitted by the VGH Local

Subject: Orientation and Mentorship for Newly Elected Local Executives

HEU Will: Amend the constitution to require a standardized orientation and mentorship process for newly elected local executive members.

Because: Newly elected local executives are often expected to assume their duties immediately following and election.

Effective representation of members requires knowledge of the HEU constitution, policies, procedures, and local operations.

A structured transition process promotes continuity and consistency within locals.

Mentorship supports leadership development and member engagement.

Knowledge transfer from experienced officers helps preserve organizational history and strengthens local governance.

The proposed wording would add the following new section:

Following each local election, newly elected local executive members shall be provided with a standardized handover and transition checklist developed by the Provincial Executive.

The orientation program shall include:

- Review of the HEU constitution and bylaws;
- Duties and responsibilities of local executive positions;
- Financial, governance, and meeting procedures, where applicable;
- Available HEU resources, staff supports, and training opportunities; and

- A mentorship opportunity with an experienced HEU representative or designated mentor.

The Provincial Executive shall maintain and update orientation materials as required.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 198

Submitted by the VGH Local

Subject: Election of Provincial Executive Officers and Term Limits

HEU Will: Amend Article 6, Section L and add:

Establish a maximum of two consecutive terms for Provincial Executive officers.

Require that after serving two consecutive term, the individual must remain out of that office for a minimum of two full terms before becoming eligible to seek election to the same position again.

No member shall serve more than two consecutive terms as a Provincial Executive officer. Following completion of two consecutive terms, the member shall be ineligible to seek election to the same office until two full terms have lapsed.

Because: Leadership renewal brings fresh ideas perspectives, and innovation to the union.

Opportunities to serve in the leadership positions should be available to all members and future generations of HEU members.

Regular leadership succession encourages member engagement and leadership development throughout the union.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 199

Submitted by the VGH Local

Subject: Article 6 Section A - Election of Provincial Executive Officers

HEU Will: Amend Article 6, Section A to:

Require that all HEU members in good standing be entitled to vote directly for the Provincial Executive officer positions through a union-wide membership vote.

Replace the current process whereby only delegates attending convention elect Provincial Executive officers.

Because: Provincial Executive officers represent all HEU members and should therefore be elected by all HEU members.

One member, on vote is a fair and democratic principle that ensures every member has an equal voice in selecting the union's leadership.

Direct elections increase accountability and transparency within the union.

The proposed wording of the amendment would add the following text under Article 6, Section A - Provincial Executive Officers:

The Provincial Executive officer position shall be elected by a direct vote of all HEU members in good standing through a union-wide election process.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**

Resolution 200

Submitted by the Victoria General Local

Subject: Increase Local Rebates

HEU Will: Increase the local rebate amounts to locals each month as per below:

Less than 50 members to $200

Between 51 - 79 members to $300

Between 80 - 119 members to $450

Between 120 - 150 members to $550

Greater than 150 members to $3.70 per dues paying member

Because: Local rebate amounts have not been increased in over a decade. Given rising inflation and the growing expenses locals face, HEU must provide adequate support so local executives can run their union offices effectively and have resources for member engagement and appreciation on the shop floor.

Member wages have increased over the years, which has naturally raised the total revenue HEU collects from the 2.1 per cent dues rate. However, these additional funds have not been passed down to the locals.

Committee Recommendation

☐ **Adopt** ☐ **Defeat**

Convention Decision

☐ **Adopted** ☐ **Defeated**