

SOLIDARITY

for the win!

HEU CONVENTION 2022

Proposed Resolutions



Indigenous Rights and Reconciliation

Resolution 1

Submitted by the Armstrong Local

Subject: Indigenous youth in B.C. empowered to brainstorm clean water solutions

HEU Will:

Lobby the government to empower Indigenous communities to solve water challenges through the creative minds of their own youth.

Because:

This is an opportunity to challenge youth, and to facilitate access for them to work alongside expert scientists and innovators.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 2

Submitted by the GF Strong Local

Subject: Clean Drinking Water

HEU Will:

Continue to lobby the federal and provincial governments to ensure that Indigenous People and all areas have clean and safe drinking water.

Because:

There are still many Indigenous People living on reserves as well as other areas in B.C. that live with unsafe drinking water.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 3

Submitted by the Indigenous Peoples Standing Committee

Subject: Education on the Sixties Scoop and aboriginal child welfare

HEU Will:

Include information on the Sixties Scoop in education to members.

Because:

HEU is committed to member education about Indigenous issues.

The Sixties Scoop, a term coined by Patrick Johnston, author of the 1983 report *Native Children and the Child Welfare System*, refers to the mass removal of Aboriginal children from their families into the child welfare system, in most cases without the consent of their families or communities.

Child apprehension became viewed as successor to the residential school system and as a new form of "cultural genocide". Under article 2(e) of the U.N. Convention on Genocide (1948), "forcibly transferring children of the group to another group" constitutes genocide when the intent is to destroy a culture.

The Sixties Scoop occurred primarily as an extension of the racist policies against Indigenous communities meant to assimilate Indigenous children into Western society and strip them from their culture and communities, causing significant intergenerational impacts that continue to be felt today. Indigenous children are still overrepresented in the child welfare system today. In the current era, the "Sixties Scoop" has merely evolved into the "Millennium Scoop".

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 4

Submitted by the Indigenous Peoples Standing Committee

Subject: Territorial acknowledgement markers in HEU offices

HEU Will:

Construct a permanent territorial acknowledgement marker in a prominent location at each regional office, that acknowledges the traditional First Nation territory in B.C. that the office is on (unless there is a disagreement between First Nation groups about the territory).

Because:

HEU is committed to supporting the calls to action of the Truth and Reconciliation Commission of Canada.

A permanent marker will complement HEU's existing practice of including territorial acknowledgements in meetings and correspondence as per Article 1 in HEU's Constitution and Bylaws.

Unlike other areas in Canada, in B.C. the land is unceded First Nations territory. Unceded means that First Nations Peoples in B.C. never ceded or legally signed away their lands to the Crown or to Canada. Wherever you are located, you will need to research the lands you are on.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 5

Submitted by the Provincial Executive

Subject: Access to clean drinking water in rural and Indigenous communities

HEU Will:

Lobby for access to clean drinking water in rural and Indigenous communities.

Because:

Canadian jurisdictions lack adequate laws and regulations for rigorous drinking water standards;

These standards may not adequately distinguish between potable and drinking water;

Prime Minister Justin Trudeau's government promised action on providing clean drinking water in 2016 and 2018, yet this issue still affects many communities (currently 29); and

Canada's continued failure to provide clean drinking water in many Indigenous and rural communities, despite its economic resources and access to sources of fresh water, is unacceptable.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 6

Submitted by the Provincial Executive

Subject: Truth and Reconciliation Commission #62

HEU Will:

Support the Canadian Teachers Federation in their call on all Ministers of Education, through the Council of Ministers of Education Canada (CMEC), to direct school boards to work with

educators to conduct equity scans of K-12 teaching and learning resources being used in schools, and fund replacement of inaccurate and/or incomplete historical and present day accounts of Indigenous people and colonization.

Because:

Call to Action #62 of the Truth and Reconciliation Commission calls on government to:

- Make age-appropriate curriculum on residential schools, Treaties and Aboriginal peoples' historical and contemporary contributions to Canada, a mandatory education requirement for Kindergarten to Grade 12 students;
- Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms
- Provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms; and
- Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in curriculum.

Canadian teachers are calling for action across the country to implement this Call to Action. The B.C. government has published a document outlining its response to TRC #62 which can be accessed at <https://www2.gov.bc.ca/assets/gov/education/ways-to-learn/aboriginal-education/trc-calls-to-action.pdf>

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 7

Submitted by the WHR Lower Mainland Local

Subject: Educating students on the culture & history of Indigenous Peoples

HEU Will:

Call on member organizations to review teaching and learning resources within their organizations.

Call on Provincial and Federal Governments to fund replacement of inaccurate and/or incomplete historical and present day accounts of Indigenous People and colonization. Our children are still being taught untruths and hurtful stories.

Because:

This resolution is in response to the Truth and Reconciliation Commission Call to Action #63.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Health Care Policy

Resolution 8

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

Subject: Safer Abortions

HEU Will:

Reconfirm it's commitment to the right to access safe abortion and lobby the provincial government to expand availability across the province.

Because:

Abortion is a basic healthcare need for millions of women and girls every year.

Lack of access to safe abortions disproportionately impacts racialized and Indigenous communities.

Much of British Columbia, including rural areas, are underserved and require people to travel for hours to receive an abortion.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 9

Submitted by the CMHA Fraser Local

Subject: COMPREHENSIVE HEALTH CARE CAMPAIGN

HEU Will:

Launch a public campaign to lobby the provincial government to ensure MSP coverage includes mental health and addiction supports for all BC residents, ensuring prompt access to psychological, psychiatric, counselling, community group and peer support resources.

Because:

As a health care union it is important that we are the forerunners in advocating for comprehensive health care for all BC residents. Mental health and addiction care is HEALTH CARE.

Legislated government intervention has proven to not only benefit individuals needing mental health and addiction support, but also communities and society.

Fifty percent of Canadians 40 years and older are directly impacted by mental health concerns/challenges. Addiction is a mental health issue that impacts thousands of people in communities all across BC.

At least 20% of individuals with mental illness have a co-occurring substance use concern/challenge.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 10

Submitted by the CMHA Fraser Local

Subject: Mental Health Care Coverage

HEU Will:

Lobby for Mental Health care coverage under MSP including peer support, counselling, therapy, medication management, social work services, and substance use disorder treatment.

Because:

Well-being, mental health is of the same importance as physical health.

During the Pandemic: More violent cases and criminal cases occurred and were related to Mental Health issues. Mental Health service demands increased dramatically during the COVID-19 pandemic.

The increasing number of individuals with Mental Health and substance use conditions in the criminal justice system has enormous fiscal, health and human costs. Lobby for Mental Health care coverage under MSP would be one of the efforts to reduce the risks of violent cases and even criminal cases related to Mental Health issues by supporting affordable healthcare for all BC residents.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 11

Submitted by the Ethnic Diversity Standing Committee

Subject: Mental Health Resources and Services

HEU Will:

Lobby the government to ensure affordable, adequate and appropriate mental health resources and services are made readily available and easily accessible for health care workers and to expand the Federal and Provincial legislation to include six (6) paid days of mental health leave per year.

Because:

Prevention, awareness and understanding costs less in the long-term. Mental health is individualistic and there needs to be recognition that appropriate mental health resources needs to include paid days off.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 12

Submitted by the GF Strong Local

Subject: Mental Health

HEU Will:

Lobby the Government to support people living in B.C. with mental health and/or substance use challenges a priority, including:

- supporting youth to adulthood programs and services that will be available to tackle challenges early on.
- focusing on wellness promotion and prevention, seamless and integrated care, equitable access to culturally safe and effective care, Indigenous health and wellness.

- MSP coverage for all mental health and substance use of services, including timely access to Psychiatrist and/or Psychologist.

Because:

Currently B.C.'s mental health and substance use service system needs to change from a crisis-response approach to a system based on wellness promotion, prevention and early intervention where people are connected to culturally safe and effective care when they need it. At its heart, it represents a new way forward for B.C. that is built on compassion, care and the perspectives of people with lived experience of mental health and substance use challenges, that breaks down barriers and meets people where they're at.

Too many people are getting lost in the current complex crisis-response mental health and addiction system that excludes someone for support. Prevention and wellness programs need to treat people where they are at by providing evidence-based support such as psychosocial rehabilitation (PSR) and access to people with lived experiences with mental health and substance use challenges. Counselling needs to be available to everyone because we know so many people are dealing with unresolved mental health, PTSD or trauma that medication will never resolve on its own. The key to helping someone is helping them understand why they do what they do-teaching a man to fish, not fishing for them.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 13

Submitted by the GF Strong Local

Subject: Mental Health and or Substance Use

HEU Will:

Lobby the Government to support people living in B.C. with mental health and/or substance use challenges a priority, including:

- supporting youth to adulthood programs and services that will be available to tackle challenges early on.
- focusing on wellness promotion and prevention, seamless and integrated care, equitable access to culturally safe and effective care, Indigenous health and wellness.
- MSP coverage for all mental health and substance use of services, including timely access to Psychiatrist and/or Psychologist.

Because:

Currently B.C.'s mental health and substance use service system needs to change from a crisis-response approach to a system based on wellness promotion, prevention and early intervention where people are connected to culturally safe and effective care when they need it. At its heart, it represents a new way forward for B.C. that is built on compassion, care and the perspectives of people with lived experience of mental health and substance use challenges, that breaks down barriers and meets people where they're at.

Too many people are getting lost in the current complex crisis-response mental health and addiction system that excludes someone for support. Prevention and wellness programs need to treat people where they are at by providing evidence-based support such as psychosocial rehabilitation (PSR) and access to people with lived experiences with mental health and substance use challenges. Counselling needs to be available to everyone because we know so many people are dealing with unresolved mental health, PTSD or trauma that medication will never resolve on its own. The key to helping someone is helping them understand why they do what they do-teaching a man to fish, not fishing for them.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 14

Submitted by the GF Strong Local

Subject: Mental Health Campaign

HEU Will:

Launch a public campaign to lobby the provincial government to increase mental health and addictions support for all people in BC, and ensure these services are available to all who need them under MSP; and

Through this public campaign, emphasize the need for extra mental health and addictions programs to meet the needs of support workers and health care workers who work with those who use illicit drugs.

Because:

In 2021 nearly 200 people died every day due to toxic drug supply, and all these people were precious and should be alive today, and we know even one death is too many;

the government is not doing enough to stop the deaths of people who use illicit drugs;

addictions is a mental health issue that impacts thousands of people in communities all across B.C.;

the poisoned drug crisis has had a huge impact on the health and well being of health care and support workers who serve people who use drugs; and

we need hope that this will get better and people will get the help they need to survive and thrive.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 15

Submitted by the Lions Gate Local

Subject: Health Care Workers

HEU Will:

Lobby all levels of government to solve the low staffing levels in health care.

Because:

Low staff numbers are causing burnout due to the increase workload to all hospital workers not just doctors and nurses.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 16

Submitted by the Lions Gate Local

Subject: Opioid Crisis

HEU Will:

Lobby all levels of government to:

- prioritize the opioid crisis; and
- provide safe drug supply, affordable or free treatment and mental health beds.

Because:

No community is immune to this crisis.

Too many families have lost their loved ones too early.

The stats show these losses are increasing every year.

This is a silent burden on our health care system.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 17

Submitted by the People With Disabilities Committee

Subject: Lobby for mental health care coverage under MSP

HEU Will:

Lobby the provincial government to provide timely access to all necessary mental health supports including psychological and psychiatric care to everyone covered by MSP; and

Further lobby that mental health care needs to be focused on wellness promotion and prevention, with seamless and integrated care and equitable access to culturally safe care. Indigenous health and wellness programs should be prioritized.

Because:

Too many people are getting lost in the current complex Crisis-Response Mental Health and Addiction System and some people are excluded from support and,

Prevention and wellness programs need to treat people where they are at by providing evidence based support such as Psychosocial Rehabilitation (PSR) and access to people with lived experiences with mental health and substance use challenges, and

Psychiatric and psychological care needs to be available to everyone because we know so many people are dealing with unresolved mental health struggles, PTSD or trauma that medication will never resolve on its own, and

The legacy of residential schools and colonial violence is ongoing today for Indigenous peoples and creates intergenerational trauma that requires culturally sensitive and appropriate mental health supports, and

The key to helping someone is helping them understand why they do what they do - teaching a man to fish, not fishing for them.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 18

Submitted by the People With Disabilities Committee

Subject: Mental Health Campaign

HEU Will:

Launch a public campaign to lobby the provincial government to increase mental health and addictions support for all people in BC, and ensure these services are available to all who need them under MSP; and

Through this public campaign, emphasize the need for extra mental health and addictions programs to meet the needs of support workers and health care workers who work with those who use illicit drugs.

Because:

In 2021 nearly 200 people died every day due to toxic drug supply, and all these people were precious and should be alive today, and we know even one death is too many;

the government is not doing enough to stop the deaths of people who use illicit drugs;

addictions is a mental health issue that impacts thousands of people in communities all across B.C.;

the poisoned drug crisis has had a huge impact on the health and well being of health care and support workers who serve people who use drugs; and

we need hope that this will get better and people will get the help they need to survive and thrive.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 19

Submitted by the People With Disabilities Committee

Subject: Pharmacare support for equipment not covered

HEU Will:

Lobby the provincial government to provide for necessary medical equipment to be covered by Pharmacare.

Because:

Medically required equipment that allows people to fully function in society such as wheelchairs, walkers, Continuous Positive Airway Pressure (CPAP), electric scooters, eye glasses, hearing aids and batteries etc are not currently covered under Pharmacare; and

It is very expensive for people with disabilities to pay for these items out of pocket and it is currently not covered by Pharmacare in British Columbia. People should not have to be financially constrained because of their disability and they should be supported to live their life to the fullest. This change would help create less physical, social and transportation barriers.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 20

Submitted by the Pink Triangle Standing Committee

Subject: Mental Health and Addictions

HEU Will:

Launch a public campaign to lobby the provincial government to increase mental health and addictions support for all people in BC, and ensure these services are available to all who need them under MSP; and

Through this public campaign, emphasize the need for extra mental health and addictions programs to meet the needs of support workers and health care workers who work with those who use illicit drugs.

Because:

In 2021 nearly 200 people died every day due to toxic drug supply, and all these people were precious and should be alive today, and we know even one death is too many;

The government is not doing enough to stop the deaths of people who use illicit drugs;

Addictions is a mental health issue that impacts thousands of people in communities all across B.C.;

The poisoned drug crisis has had a huge impact on the health and well being of health care and support workers who serve people who use drugs; and

We need hope that this will get better and people will get the help they need to survive and thrive.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 21

Submitted by the Provincial Executive

Subject: Care Can't Wait

HEU Will:

Continue to campaign for better working and caring conditions in seniors' care through this union's Care Can't Wait campaign including:

- Common standards for wages and benefits across B.C.'s long-term care and assisted living sector through a province-wide collective agreement;
- Limiting the construction of new long-term care and assisted living capacity to public and non-profit operators;
- Strengthening transparency and accountability requirements for care home operators who receive provincial funding;
- Ending subcontracting for care and support services as a condition of funding; and
- Continuing the levelling up of wages in seniors' care until common standards are established.

Because:

HEU's Care Can't Wait campaign seeks to improve the conditions of care for seniors and other who require long-term care and assisted living;

Caring conditions are working conditions;

Through its Care Can't Wait Campaign over the last six years, HEU has successfully secured additional funding for long-term care workers as well as stronger successorship language in the Labour Relations Code to protect workers' wages, benefits and union membership against contract flips;

The COVID-19 pandemic demonstrated how seniors' care had been weakened by the privatization policies of the BC Liberal government which resulted in a fragmented sector with little accountability and widely varying wages and working conditions;

Importantly, these laws and regulations meant that many operators were no longer party to the Facilities collective agreement which had until 2002 ensured that common wages and benefits were paid to the vast majority of workers in provincially funded long-term care sites regardless of ownership;

In 2020, B.C.'s seniors' advocate outlined that for-profit employers provided less care than they were funded to provide, while non-profit operators delivered more;

In a later study published in 2021, the seniors' advocated linked some of the biggest COVID-19 outbreaks in long-term care to for-profit operators and to a lack of paid sick leave;

In response to the Provincial Health Officer's Order limiting workers to a single site to prevent infection spread, wages were raised across the sector to the higher Facilities rate of pay;

The failure to level up wages would have had a dramatic impact on the economic security of workers forced to work at more than one site, and would have resulted in a deeper health crisis at sites operated by low wage employers;

While levelled up wages must continue and be expanded to include standardized benefits and working conditions, low wage operators currently receiving more than \$160 million in annual subsidies for these wages must also be held to account through a review of overall funding and of profit margins in the sector.

In the 2020 provincial election and in the subsequent mandate letters from the Premier to the Health Minister, the BC NDP government has committed to restoring standard wages and benefits in seniors' care, to bring in stronger measures to make care home operators more accountable for the funding they receive, and to fund new capacity in the public and non-profit sector; and

HEU's Care Can't Wait campaign will continue to press government to deliver on these key commitments to seniors and workers with the goal of achieving a high quality and sustainable system of seniors' care in the future.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 22

Submitted by the Provincial Executive

Subject: Disaggregated demographic data collection, use, and disclosure in health care

HEU Will:

Strongly support the B.C. government's recent introduction of new legislation, the Anti-Racism Data Act, which allows for the collection, use and disclosure of disaggregated demographic data to identify and eliminate systemic racism and advance racial equity in public programs and services in B.C.; and

Continue to press health care employers to collect, use and disclose disaggregated demographic data through collective bargaining table and other health care forums, in efforts to address inequities in health care.

Because:

The B.C.'s Human Rights Commissioner's report, The Grandmother Perspective, called for the immediate collection of disaggregated demographic data in health care, even before the B.C. government has established the legislative framework.

Collecting, using and disclosing disaggregated demographic data will:

- help guide policies, processes and programs that tackle systemic racism and improve diversity, equity, inclusion and cultural safety in health care services and workplaces;

- ensure greater Indigenous, Black, and People of Colour (IBPOC) representation in the healthcare workforce and in leadership positions; and
- assist with the implementation of recommendations from Mary-Ellen Turpel-Lafond's In Plain Sight Report on addressing Indigenous-specific racism and discrimination in B.C.'s health care system.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 23

Submitted by the Provincial Executive

Subject: Mental health and health care

HEU Will:

Continue to press employers and governments for more comprehensive mental health supports for health care workers that include:

- Hiring more health care workers and a more diverse workforce to address workload-related burnout;
- Better protection including anti-stalking measures to protect health care workers from violence from the public, patients and families;
- More comprehensive counselling coverage in all sectors where our members work through workplace benefit programs; and
- Paid time off for workers to take mental health education.

Because:

The mental health impacts of workload and a health care system under pressure is putting all health care workers at risk and is undermining the quality of care.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 24

Submitted by the Provincial Executive

Subject: Public health care delivery, extra-billing, and patient privacy

HEU Will:

Continue to support the B.C. government's legal defense of the Medicare Protection Act through financial support to pro-medicare intervenors should Dr. Brian Day and Cambie Surgeries be granted leave to appeal by the

Supreme Court of Canada in their ongoing legal challenge against extra-billing prohibitions;

Continue to support the enforcement by government of the Medicare Protection Act including through amendments made to the legislation through Bill 92 which include stronger enforcement against extra-billing and which were brought into force by the current government;

Urge government to adopt stronger measures and if necessary, make appropriate changes in legislation, regulation, or policy to ensure that new care delivery modalities such as virtual care are compliant with the Medicare Protection Act and that patient medical information is safeguarded; and

Promote the public delivery of health care in existing and new settings and platforms.

Because:

The B.C. Court of Appeal's recent dismissal of Dr. Day's appeal in his legal case against extra-billing prohibitions and public health insurance is a key victory for our public health care system, and HEU's continuing support for the B.C. government's legal protection of these fundamental medicare principles through support for pro-medicare intervenors in the case been key to these successes;

There are continuing challenges to medicare principles in the development of new virtual platforms where billing practices have been referred to the Medical Services Commission for review by the health minister; and

An additional concern is whether the protection of patient information collected in the course of virtual care is adequately protected through current privacy legislation.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 25

Submitted by the Provincial Executive

Subject: Abortion access after Roe vs. Wade

HEU Will:

Affirm that sexual and reproductive health care including abortion is a fundamental part of our public health care system;

Lobby the provincial government to increase access to abortion services by strengthening access in rural and remote communities;

Lobby the provincial government to implement free and universally accessible contraception;

Lobby the provincial government to make sexual and reproductive health care more trans- and gender-inclusive;

Lobby the provincial and federal governments to support initiatives to assist undocumented persons and U.S. citizens in accessing abortion services in Canada; and

Work in solidarity with U.S. unions in their efforts to reverse anti-choice legislation.

Because:

The U.S. Supreme Court decision reversing Roe v. Wade has wide-ranging implications for the reproductive health care available to women, the poor, racialized communities and trans- and gender diverse populations in the U.S.;

The fight for reproductive justice is also being waged in Canada, where access to abortion services is a significant challenge in many parts of the country including in rural, remote and Indigenous communities;

Many HEU members are engaged directly in providing or supporting reproductive health care including abortion services within our health care system; and

Ensuring access to inclusive reproductive health care including abortion services will save lives and promote social and economic justice.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 26

Submitted by the VACL/VCRS Local

Subject: Access to healthcare for all

HEU Will:

Promote that every person have access to free public healthcare, in order to maintain our Canadian universal healthcare system.

Because:

Our universal healthcare no longer works if people do not have a way to access free healthcare.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 27

Submitted by the Yaletown Local

Subject: Pacific Blue Cross

HEU Will:

Lobby Pacific Blue Cross to increase all member benefits to 100% instead of 80% coverage, including medical, dental, and other covered member benefits.

Lobby Pacific Blue Cross and all benefit providers to change their policy of non coverage of treatment while a member is awaiting a WCB appeal decision.

Because:

High cost of living.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 28

Submitted by the Yaletown Local

Subject: Pharmacare Formulary

HEU Will:

Lobby for more medication to be covered by the Fair Pharmacare formulary.

Lobby to ensure more HEU members cards are accepted & not denied because of the forms, exclusions & technicalities.

Lobby the Pharmacare to add 100% claim for all the members.

Because:

High cost of living (inflation).

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Workplace Rights

Resolution 29

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

Subject: Street Safety

HEU Will:

Write to the Union of BC Municipalities (UBCM) to ask member cities to ensure adequate street lighting around hospitals and care homes;

Ensure Joint Occupation & Health Safety Committees (JOHSC) are aware of the safe lighting requirements in the Occupational Health and Safety regulations; and

Encourage the development of safe-walk programs through JOHSCs at health care sites.

Because:

Health care workers often start and end shifts late in the evening and early in the morning.

Health care sites can be in poorly lit neighborhoods that make going to the bus stop or a parking spot unsafe.

Health care workers are already at risk sometimes in their jobs, but that does not mean it should be dangerous for them to get home safe at the end of their shifts.

Access to parking from the work site can be quite a distance when the employer does not provide enough parking for staff.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 30

Submitted by the Ethnic Diversity Standing Committee

Subject: Use of Mother Tongue Language on Shift Breaks

HEU Will:

HEU will support members using/speaking their language or mother tongue during shift breaks without fear of reprisal from employers. HEU supports that workers come from diverse backgrounds and that English is often an additional language for workers.

Because:

Workplaces are staffed with diverse groups of people from diverse backgrounds and to be inclusive employers should support uses of a mother tongue on their shift breaks. Members see inconsistencies in reprisal practices from employers when members are speaking anything but English at work during shift breaks.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 31

Submitted by the Glenwarren Local

Subject: Levelling up/Top up wages

HEU Will:

Lobby the Provincial Government to make a permanent law that all workers in the Health Care field receive the top up (levelling up) wages set during the COVID-19 pandemic.

Because:

All workers are doing the same work, regardless of whether they are public workers or private for profit.

Creating a level playing field in regards to wages helps keep workers during single site orders.

A law would be harder for governments to overturn.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 32

Submitted by the Provincial Executive

Subject: Repatriation

HEU Will:

Continue to campaign for the repatriation of all contracted out workers in health care including those employed at Public-Private Partnership (P3) hospitals and other settings.

Because:

As a result of years of campaigning and political action, this union has turned the tide on privatization by reuniting thousands of contracted out HEU members with the rest of the health care team;

This success is the result of years of organizing, bargaining, campaigning and political action by a generation of health care workers;

The job is not yet complete with most contracted out housekeepers and dietary workers at P3 hospitals and hospital buildings not yet repatriated;

There are important exceptions including workers at North Island Hospital and the Patient Care Tower at Royal Jubilee, so the momentum is there to repatriate other workers at P3 sites;

In addition, many other privatized health care workers in areas like laundry, security and transcription are subject to low wages and lack job security; and

Reversing privatization benefits our health care system by promoting decent, stable work and reducing turnover. Because privatization has disproportionately impacted women and racialized workers with low wages and insecure employment, reversing privatization also contributes to social equity within our health care workforce.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 33

Submitted by the Provincial Executive

Subject: Serious traumatic events

HEU Will:

Lobby health care employers to provide debriefing for all employees who have experienced or witnessed serious traumatic events in the workplace, as soon as practicable.

Serious traumatic events include events such as, but not limited to:

Emergency Response Codes (i.e. code white (patient/visitor violence), code orange (disaster), code black (bomb threat), code silver (active shooter), violence in the workplace (physical, verbal, psychological), escalating behaviours (patient/resident/client, family/visitor), extraordinary event due to natural disaster (i.e. fire, flood, heat wave), and pandemic/endemic disease.”

Because:

The negative impact on an employee can be devastating and debilitating, effecting their psychological mental health. The expectation for an employee to continue their duties directly after a traumatic event without supportive debriefing is unrealistic and damaging to an employee’s well-being in the short term or long term.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Social and Climate Justice

Resolution 34

Submitted by the CMHA Fraser Local

Subject: Enslaved/Slave Wording

HEU Will:

Adapt usage of the word "enslaved" instead of "slave" when speaking of individuals, groups, and/or communities who have been enslaved past and present.

Because:

The term "slave" is demeaning and reduces a person to their harm as well as rejects their humanity. Also, the demeaning word "slave" is primarily used when identifying individuals from the African diaspora. This is offensive!

The term "Enslaved" people/person(s), identifies the person-hood of individuals who were enslaved and carries them forward as people as opposed to the property they were at the time. This is supporting justice!

Changing this language not only empowers groups whose history is connected to slavery, but reaffirms HEU's commitment to anti-slavery, anti-racism, social justice, and equitable treatment of all people past, present and future.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 35

Submitted by the GF Strong Local

Subject: Loss of PWD benefits

HEU Will:

Lobby the Provincial and Federal governments that People with Disabilities not lose their PWD benefits when they either cohabit or marry a person with a non Person with Disabilities status.

Because:

At the provincial level in B.C., having a spouse essentially prevents someone from receiving disability (BC PWD) or income assistance.

Money a spouse earns is discounted from assistance payments to an extent that most with a working spouse will be unable to receive BC disability assistance, or their spouse will have to take a significant pay cut.

A couple doesn't even have to be married to be considered spouses.

Whereas two income families have become the norm to survive in today's economy, government policy works to prevent this arrangement for most persons on BC PWD or income assistance.

The implications are the following:

The government treats disabled persons like children, who are supposed to be cared for by a partner.

The government is deterring disabled persons from entering close relationships.

The government is encouraging financially dependent persons to stay in abusive relationships.

Government policies are keeping disabled persons poor and isolated.

These policies create barriers which non-disabled persons do NOT face.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 36

Submitted by the People With Disabilities Committee

Subject: Letter of Support for World Health Organization

HEU Will:

Write a Letter of Support to the World Health Organization regarding the 2021 Resolution ED148.R6 "The highest attainable standard of health for persons with disabilities".

AND

Follow-up at the end of 2022 and obtain the report from the WHO Secretariat on recommendations for implementation of their resolutions.

Because:

In May 2021 a new landmark Resolution EB148.R6 "The highest attainable standard of health for persons with disabilities" was adopted by the 74th World Health Assembly. The resolution aims to make the health sector more inclusive by tackling the significant barriers many persons with disabilities face when they try to access health services.

The resolution lists a range of actions to be taken by the WHO Secretariat including developing a report on the highest attainable standard of health for persons with disabilities by the end of 2022; implementing the United Nations disability inclusion strategy across all levels of the organization; supporting the creation of a global research agenda on health and disability; and providing Member States with technical knowledge and capacity-building support necessary to incorporate a disability-inclusive approach in the health sector.

These actions would align with the work of the HEU People with Disabilities Committee and the committee would observe this WHO resolution through to its implementation stage and to see how it would unfold globally.

<https://www.who.int/news/item/27-05-2021-a-new-landmark-resolution-on-disability-adopted-at-the-74th-world-health-assembly>

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 37

Submitted by the People With Disabilities Committee

Subject: Loss of PWD benefits

HEU Will:

Lobby the Provincial and Federal government that People with Disabilities not lose their PWD benefits when they either cohabit or marry a person with or without Disability status.

Because:

At the provincial level in B.C., having a spouse essentially prevents someone from receiving disability (BC PWD) or income assistance.

Money a spouse earns is discounted from assistance payments to an extent that most with a working spouse will be unable to receive BC disability assistance, or their spouse will have to take a significant pay cut.

A couple doesn't even have to be married to be considered spouses.

Whereas two income families have become the norm to survive in today's economy, government policy works to prevent this arrangement for most persons on BC PWD or income assistance.

The implications are the following:

The government treats disabled persons like children, who are supposed to be cared for by a partner.

The government is deterring disabled persons from entering close relationships.

The government is encouraging financially dependent persons to stay in abusive relationships.

Government policies are keeping disabled persons poor and isolated.

These policies create barriers which non-disabled persons do NOT face.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 38

Submitted by the Pink Triangle Standing Committee

Subject: 2SLGBTQ+ Health Authorities Mandate for Diversity, Equity and Inclusivity

HEU Will:

Lobby the Minister of Health and the Parliamentary Secretary for Senior Services and long-term care to mandate that the health authorities who have DEI working groups have the needed organizational support and also have employee representatives on the committees.

Because:

Current Employer-based DEI committees have no focus or employee representation and there is no apparent mandate to actually do anything concrete with the committee.

There is work to be done at Health Authorities to ensure 2SLGBTQ+ employees and patients are accepted and treated with respect and inclusion. Health authorities must stand with 2SLGBTQ+ and are committed to learning and making positive changes to impact 2SLGBTQ+ workplace experiences and the experience of the people we serve.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 39

Submitted by the Provincial Executive

Subject: Climate change emergencies

HEU Will:

Lobby appropriate authorities for a more robust response to climate emergencies including through:

- Better planning and preventative measures for heat domes, fires, floods and other climate disasters;
- Expanded communications to the public during such events;
- Better housing and shelter options for those displaced by climate disasters; and
- Improved education to the public on how to respond to extreme weather events.

Because:

As a society we need to recommit to fighting climate change but also take steps to support individuals, families and communities impacted by more frequent climate-related disasters.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 40

Submitted by the Provincial Executive

Subject: Climate Change Emergency Declaration

HEU Will:

Direct the Provincial Executive to develop an HEU Climate Change Emergency Declaration.

Reach out and engage locals in the fight for climate justice, including supporting them to establish joint workplace emissions reduction committees, and to work with employers to climate-proof their work.

Because:

- While the planet reels in response to the health emergency from COVID-19, we cannot lose sight of the environmental crisis. There is no vaccine for climate change. Global temperatures continue to go up, and we continue to experience an increasingly destabilized climate; and
- The climate emergency is real. To ensure human survival, we must challenge the powerful corporate interests that drive the current unsustainable economic model that seeks to sabotage effective climate action. At the same time, we must show the opportunities to build prosperity and justice for all.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 41

Submitted by the Provincial Executive

Subject: Enforceable and effective Just Transition Legislation

HEU Will:

• Call on federal, territorial and provincial governments to develop broadly-based just transition programs for workers, communities and equity-seeking groups, that are supported by economic and labour-market policies;

• Urge the federal government to adopt and implement legislation for a promised Just Transition Act that includes legally enshrined and accountable targets on the path to achieving Canada's 2050 decarbonization targets; and

- Call on the federal government to:
 - Establish a strong link between the targets committed to in the Paris Agreement and the necessity for a just transition for workers and communities;
 - Sign the Climate Action for Jobs Initiative that was launched during the COP25 climate conference; and
 - Implement the International Labour Organization's guidelines for a just transition towards environmentally sustainable economies and societies for all as a minimum standard.

Because:

Providing good jobs and economic security to workers and communities impacted by the transition to a green economy is a fundamental step along our path to meeting our climate commitments.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 42

Submitted by the Provincial Executive

Subject: Extended health and dental benefits in retirement

HEU Will:

Lobby the Municipal Retiree Benefit Trust to improve benefit coverage for those collecting Municipal Pension Plan payments.

Because:

Retired members are returning to work in health care to access full benefits that they require but are not available through the Municipal Retiree Benefit Trust.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 43

Submitted by the Provincial Executive

Subject: Long-term Disability

HEU Will:

Lobby the appropriate regulatory authorities and trusts to have the age limit and restrictions on LTD plans changed so that members can access benefits beyond 65 years of age.

Because:

The number of workers continuing to work after 65 years is increasing and MPP, OAS and CPP does not provide enough income.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 44

Submitted by the Provincial Executive

Subject: Pension Funds and Investment Decisions

HEU Will:

Encourage pension trustees to divest pension plan funds from fossil fuels and fossil fuel infrastructure;

Promote investments that support a green economy and just transition for workers and communities;

Advance the fossil fuel divestment agenda by ensuring any HEU funds are not used in fossil fuel linked investments;

Leverage influence where possible to ensure investments made on behalf of its members do not contain fossil fuels; and

Encourage members to divest from fossil fuels in their own investment portfolios.

Because:

The union should use its influence as a party to jointly trustee pension and benefit plans, to shift pension and benefit fund investments to targeted sectors that support the transition to a green economy and advocate the integration of just transition principles into investment decisions.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 45

Submitted by the Provincial Executive

Subject: Reduction and Elimination of Plastic Waste in Healthcare and Medical settings

HEU Will:

Demand that the federal and provincial governments act to significantly reduce plastic waste in all its forms and from all sources, especially plastic waste and disposables in health care settings, promote green alternatives and implement Environmental Preferable Purchasing (EPP) practices.

Because:

- A significant percentage of plastic waste and disposable items are used in healthcare. A full 20% to 33% of hospital waste is from single use plastics (Healthy Debate, 2016);

- Hospitals are the second largest contributors to landfills after the food industry; and

- The federal government must help solve the problem by funding research and development aimed at eliminating the use of plastics at their source, and finding safe re-usable alternatives.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 46

Submitted by the Provincial Executive

Subject: WCB benefits those 65 years and over

HEU Will:

Lobby the provincial government to lift the age limit and restrictions on WCB benefits so that they can be accessed beyond 65 years of age.

Because:

The number of workers continuing to work after 65 years is increasing and MPP, OAS and CPP does not provide enough income.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 47

Submitted by the VACL/VCRS Local

Subject: Food security for all

HEU Will:

Promote every person to have access to healthy food, as food security prevents more costly social and health consequences.

Because:

People who are food insecure have poor health outcomes which increases costs in our public healthcare system. Children who are food insecure have lower success in schools & poor education outcomes which makes them more likely to need social supports.

Food insecure people may need to commit crime in order to obtain food.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

HEU Internal Policies and Procedures

Resolution 48

Submitted by the Chilliwack Amalgamated Local

Subject: Accountability for passed resolutions

HEU Will:

Act promptly upon resolutions pass at bi-annual conventions. The Provincial Executive will ensure that work has begun within 90 days of the resolution being passed, and will expect progress updates at 6 month and 12 month intervals from HEU staff/members as appropriate.

Because:

Passed resolutions are "on the books" but are not being acted upon/haven't been acted upon.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 49

Submitted by the Chilliwack Amalgamated Local

Subject: Occupation Committees/Conferences

HEU Will:

Re-instate the Occupational Subcommittees and/or conferences immediately. A call for interested members will take place within 90 days of this resolution being passed.

Because:

The Subcommittees/Conferences serve as important communication tools for members within common occupational groups, and provide for more cohesive proposals of bargaining demands to be brought to the Locals.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 50

Submitted by the Finnish Care Local

Subject: Mentorship Program for Newly Organized Local

HEU Will:

Assign a designated mentor aside from the provincial rep/servicing rep to make sure new set of executives upon submission of table officers forms after local executive elections each year is properly set up and supported by the Provincial Office.

Because:

If there is a full-time assigned mentor for executives in every local, it will show an example of solidarity of each local if executives are being supported by the leadership of a designated mentor from the Provincial Office.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 51

Submitted by the Lakeview Lodge Local

Subject: Better support from HEU

HEU Will:

More frequently visit and support HEU members in person.

Better explain what HEU does to help/support union members behind the scenes.

Because:

A lot of union members feel in person is more valuable for learning and creating a stronger union/unity. This way is more inclusive for a larger number of members.

HEU can educate employees with videos & group messages explaining the union more in depth.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 52

Submitted by the Menno Local

**Subject: EDMP STEWARD
COMPENSATION EQUITY**

HEU Will:

Compensate all EDMP Stewards at the same wage as all EDMP Stewards are doing the same job.

Because:

There is a wide discrepancy of wages between the EDMP Stewards. Stewards are being paid at the wage that they were at when they accepted the EDMP Steward position, creating a wage discrepancy between the EDMP Stewards. This does not reflect the pay equity stance that HEU continues to campaign on.

HEU prides itself as a leader in the labour movement and have advocated for equal pay for equal work. This practice does not reflect the unions stance and seems discriminatory against the EDMP Stewards.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 53

**Submitted by the People With Disabilities
Committee**

**Subject: Alternative alcohol-free and
substance-free social space - Convention**

HEU Will:

Provide an inclusive alternative alcohol free and substance-free social space available during every HEU Convention, starting with the 2024 HEU Convention;

Ensure this space is an alcohol-free and substance-free space which is open prior to the start of Convention each day; and

Ensure this space is available throughout Convention and into the evenings for the duration of all HEU events scheduled during the evening.

Because:

HEU needs to be inclusive and enable the full participation of all delegates so they can have a space that is an alcohol-free place to socialize during convention to ensure they are able to fully participate; and

Many HEU Convention social events include alcohol and some delegates may not be comfortable being around alcohol and its consumption, and there needs to be other options available for people to socialize safely.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 54

Submitted by the People With Disabilities Committee

Subject: No Free Alcohol Drink Tickets

HEU Will:

Not provide free alcohol drink tickets at HEU sponsored social events, including but not limited to Convention and Summer/Fall School.

Because:

HEU should encourage an environment that is safe for all members, including those with substance use concerns, and

The People with Disabilities committee agrees that HEU should not be supplying free alcohol drink tickets.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 55

Submitted by the People With Disabilities Committee

Subject: Substance Free Policy

HEU Will:

Create a policy which states that members may not use substances, including alcohol, on Convention floor or at any other HEU meetings or education event; and

Ensure that there is a safe inclusive environment for members with addiction challenges, ensuring full participation while actively conducting union business, at all HEU events such as HEU Convention, Winter/Summer School, Equity Conference and education training.

Because:

The union needs to be fully inclusive of those in addictions recovery, and

Alcohol or other substances should not be consumed during HEU Convention, HEU training, HEU Summer/Fall school, or HEU equity conference.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 56

Submitted by the PHSA (Amalgamated) Local

Subject: Annotated Agreement

HEU Will:

Produce a new annotated Facilities Agreement.

Because:

The older one is out-of-date.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 57

Submitted by the Pink Triangle Standing Committee

Subject: Brothers/ Sisters

HEU Will:

Encourage HEU locals to transition from using the term "Brothers/Sisters" to more gender neutral terms including, but not limited to Fellow Workers, Members, Unionists, Folks, Friends.

Because:

The terms "Brothers/Sisters" used historically by union members to address informal or formal meetings, events, conventions and correspondence or documents are exclusionary terms. Because the outdated labour practice of calling one "Brothers or Sisters" collides with a growing consciousness of defining people into a strict binary role and conflicts with HEU's values of inclusivity. Because we want to more accurately and positively impact our social and working relations to each other and demonstrate our factual consistent commitment to labour inclusion.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 58

Submitted by the Provincial Executive

Subject: Building Local capacity

HEU Will:

Expand its support for Locals with the goal of increasing their capacity to engage members on the ground; collaborate with allies and coalitions in their communities; promote strong, resilient and diverse local executives; mentor future local leadership; and build stronger networks of stewards;

As part of these efforts, review the support locals receive through the Local Building Fund and other financial support, the Provincial Executive, advocacy and education programs, and networking and communication opportunities; and providing dedicated resources to assist locals who are facing organizational challenges.

Because:

The pandemic has strained HEU local executives as they have responded to an unprecedented crisis in their workplaces that caused uncertainty, anxiety and burnout for many front-line health care workers;

Many new and less experienced local executives are looking for the tools and support they need to build well-functioning locals;

Over the course of the pandemic, the union moved many of its education offerings, table officer training and other skills building opportunities to virtual platforms which resulted in increased accessibility for many;

In addition, the union provided locals with webinars and online documents and resources specifically aimed at helping local executives with the basic skills they need to operate their locals and run local meetings;

The union also provided direct financial support to locals through a Pandemic Fund to acquire technology to facilitate virtual meetings and organizing; and

As the pandemic (hopefully) comes to an end, the union will have an opportunity to more fully engage locals at every level including through the promotion of stewards networks.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 59

Submitted by the Provincial Executive

Subject: Digital options and more environmentally-friendly materials for HEU print publications

HEU Will:

Where possible, create digital options for HEU publications, and for the print editions use non-glossy, recycled paper and soy or other vegetable-based ink.

Because:

These actions will reduce our impact on the environment.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 60

Submitted by the Provincial Executive

Subject: Environmental Statement for HEU Events

HEU Will:

Develop an Environmental Statement to be read out at all HEU meetings, conferences, conventions, and events and encourage locals to use the environmental statement at all their events.

Because:

HEU's environmental responsibility is to challenge economic and political forces that contribute to the environmental crisis we all face, as well as to educate and encourage its members to be better environmental citizens; and

- The environment must be in the forefront of everyone's work, for without a healthy environment, our efforts to secure economic and social justice are for naught.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 61

Submitted by the Provincial Executive

Subject: Online options for HEU Training and Education

HEU Will:

Where possible, and where it is workable with staff availability and course objectives, offer on line options for HEU training, events and education.

Because:

We have shown that we have the skills and abilities to offer effective online trainings and events; and

Reducing travel for our membership will reduce our GHG emissions and our overall carbon footprint which helps mitigate climate change and maintain a habitable planet.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 62

Submitted by the Provincial Executive

Subject: Per diems

HEU Will:

Increase per diem rates as follows: Full-day rate \$85, in-town/partial rate \$42.50. These new rates will take effect November 1, 2022.

Because:

The rates were last increased in 2016.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 63

Submitted by the Provincial Executive

Subject: Small and Mid-size Local Supplement

HEU Will:

Establish a Small and Mid-size Local Supplement for Locals of 500 members or less (“Local Supplement”);

Locals with 500 members or less can apply for the Local Supplement annually by June 30 for an amount of \$1,500 to supplement funds they receive through the dues rebate;

The Local Supplement will be implemented for the calendar year 2023, with the first application date being June 30, 2023 for the 2023 Local Supplement;

The Local Supplement is intended to assist small and mid-sized locals with ongoing costs which exceed the funds available to them through their monthly dues rebate;

The Local Supplement recognizes that larger locals benefit from economies of scale not available to smaller and mid-sized locals;

The Local Supplement is available to Locals who identify a need for the supplement and must be applied for on an annual basis by the prescribed deadline;

The Local Supplement is not an accrued benefit and will not be provided retroactively; and

The application guidelines will be developed by the Financial Secretary in consultation with the Trustees in accordance with this resolution and adopted by the Provincial Executive.

Because:

Some Locals are finding that their dues rebate is not covering ongoing costs while other Locals are accumulating large cash reserves based on their dues rebate;

Increasing the dues rebate will further benefit larger locals with cash reserves while providing a relatively modest benefit to small and mid-sized locals;

At the same time, some locals may not be engaged in activities that require additional resources including additional funds;

By providing for an annual application process, Locals of 500 members or less will be required to identify the need for additional funds on a regular basis. Some may determine that they do not require additional funds in a given year, but may apply in the following year if those circumstances change. It also recognizes that the level of activity in a local may rise and fall; and

The Local Supplement is estimated to cost up to \$390,000 on an annual basis, the equivalent of an estimated 28% increase to the dues rebate but distributed to benefit smaller or mid-sized locals.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 64

Submitted by the South Granville Park Lodge/Terraces on 7th Local

Subject:

HEU Will:

Promote communication between locals through union representative to engage in communication and to inform members.

Because:

A specific example or criteria about convention (to have) to involve members or be active in all particular way for our organization to meet the criteria.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 65

Submitted by the South Okanagan Local

Subject: Per diems

HEU Will:

Increase the per diem to \$85 from the current \$75.

Because:

The cost of food in restaurants and grocery stores has increased.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 66

Submitted by the St. Paul's Local

Subject: Local Rebates

HEU Will:

Increase rebates to the locals by 10% on all rebate types.

Because:

It's been stagnant at 10% for many years and this will help all locals and their members.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 67

Submitted by the Tri-Port Local

Subject: Transparency for wages and benefits

HEU Will:

Make the wages and benefits for the top three (3) paid admin (President, Financial Secretary and Secretary Business Manager) public, for the purpose of transparency.

Because:

Members have the right to see the cost of running the union.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 68

Submitted by the Vernon Local

Subject: HEU mandatory hiring for Servicing Representatives

HEU Will:

Make it mandatory when hiring a Representative to service HEU members, to hire from HEU membership. The HEU member must have 3 yrs. stewarding experience and be an activist at their local, and meet ALL requirements as stated on the application. Interviews given to all applicants who meet this. Once all qualified HEU applicants have been exhausted, post outside of HEU, following the same guidelines as above.

Because:

HEU members that qualify should be given interviews as they will represent HEU members with advocacy as being an HEU steward with experience, ensure understanding of the Collective Agreement that the Rep will uphold. Shop Stewards work for free, and not giving them the opportunity will create frustration and unfairness.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 69

Submitted by the Vernon Local

Subject: Servicing Accountability

HEU Will:

Hold Servicing Representatives accountable to the locals when issues arise.

Actively investigate the issue and find a resolve for the local. Reps to attend Labour Management, respond to the local. Expediting grievances, ensuring grievances don't go further than one year unless mitigating circumstances cause it to be so.

Because:

Unpaid Shop Stewards tow the line regarding grievances and deal directly with frustrated members due to non response and lengthy timeframes on grievances.

Unpaid Shop Stewards have to work on their free time, weekends etc.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 70

Submitted by the WHR Lower Mainland Local

Subject: Per Diem rates

HEU Will:

Increase the in town/partial per diem rate to \$75.00 per day.

Because:

It has not increased since 2016 while the cost of living has increased greatly. Many members who are in town have longer days than their actual scheduled work days, such as sitting on a bargaining committee. They find themselves having to spend their own money for dinner just so they can attend evening meetings/activities.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 71

Submitted by the Willingdon Local

Subject: Education of HEU members

HEU Will:

Provide orientation to trustees new in their roles at their Locals.

Because:

Elected Trustees should have a clear understanding of the financial statements, and the expectations and duties required of a Trustee.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 72

Submitted by the Young Workers' Standing Committee

Subject: HEU Bursaries

HEU Will:

Increase the bursary award amounts to a minimum \$1000 so that it covers more of the cost of a public post-secondary course or program as well as the cost of textbooks and other academic materials.

Adjust the bursary award amounts annually based on inflation (CPI).

Streamline the bursary application process by removing unnecessary and onerous information, including high school transcripts.

Because:

The bursary amounts awarded do not cover the current cost of post-secondary courses. The cost of education in 2022 is over two times the cost in 2002.

The average public post-secondary course in BC is \$500, not including ancillary fees and other related academic materials such as textbooks. Health care-related programming is often much higher.

The current bursary application is 6 pages - it is cumbersome and a potential barrier for members to apply, especially those with English as a second language.

High school transcripts are already a requirement for applying to post-secondary institutions.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Housing

Resolution 73

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

Subject: Housing Affordability and Tenants' Rights

HEU Will:

Call on the provincial government to recognize Tenants Unions and their right to collectively bargain with landlords.

Lobby the provincial government to end the ability of landlords to discriminate against pet owners.

Call on the provincial government to outlaw the ability to evict or end a tenancy for the purpose of repairs or renovations.

Call on the provincial government to give tenants the right to put in a first offer when residential buildings go up for sale, and create loan programs and support for conversion of buildings to co-ops.

Call on the provincial government to ensure all tenants have a chance to dispute their eviction, and create a provincial record of an eviction.

Lobby the provincial government to limit rent increases to once every twelve months, regardless of whether there has been a change of tenant.

Because:

Safe and affordable housing is affirmed by the United Nations Human Rights Commissioner to be a basic human right;

Strong tenant protections are already in place in other jurisdictions, such as Ontario, where there are laws in place to ensure that tenants can dispute their eviction; and

Housing affordability disproportionately affects women and other equity-seeking groups.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 74

Submitted by the Lions Gate Local

Subject: Affordable Housing

HEU Will:

Lobby the Federal and Provincial Governments to build more affordable, and safe rental housing; and

to have the rental assistance gross income cap raised to reflect increasing rental rates.

Because:

In many communities the cost of rent is the majority of the families income.

In many cases, this is putting members closer to the poverty line to survive on.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 75

Submitted by the Pink Triangle Standing Committee

Subject: Safe and Affordable Housing

HEU Will:

Lobby and support efforts for safe and affordable housing for members of the 2SLGBTQIA+ community, in particular for 2SLGBTQIA+ seniors, including but not limited to queer community-specific housing.

Because:

Many areas in BC are considered to be some of the most expensive places to live in relation to people's income.

The 2SLGBTQIA+ and other marginalized communities are vulnerable to discrimination in employment and housing, which increases their housing insecurity.

The 2SLGBTQIA+ community, including seniors of the community, may be more likely to be lower income, to not have had employment with pensions, may be reluctant to enter into seniors housing units due to valid fears of dismissal and discrimination and needing to "go back into the closet".

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 76

Submitted by the Provincial Executive

Subject: Affordable housing

HEU Will:

Ensure that mobile home parks are acknowledged as an important housing option in its broader work to promote affordable housing.

Because:

Mobile homes represent a significant source of affordable housing for many British Columbians including HEU members in communities across B.C. with more than a 1,000 mobile home parks housing an estimated 120,000 people;

Much of B.C.'s mobile home park infrastructure is aging and impacting basic housing requirements such as access to utilities including clean drinking water and adequate sanitation, adequate lighting and road access;

Tenants of mobile home parks are often subject to unfair rent increases; and Increasingly, mobile home park owners are selling their land rather than investing in required maintenance, resulting in the displacement of elderly and low-income residents with limited alternative housing options.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 77

Submitted by the VACL/VCRS Local

Subject: Affordable housing for all

HEU Will:

Promote affordable housing initiatives and programs that define affordability as compared to the person's or family's income.

Because:

Much of what is called affordable housing is not affordable to the majority of people - like HEU members that work in critically essential jobs that are unable to afford to live near where they work.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 78

Submitted by the Young Workers' Standing Committee

Subject: Housing Affordability and Tenants' Rights

HEU Will:

Call on the provincial government to recognize Tenants Unions and their right to collectively bargain with landlords.

Lobby the provincial government to end the ability of landlords to discriminate against pet owners.

Call on the provincial government to outlaw the ability to evict or end a tenancy for the purpose of repairs or renovations.

Call on the provincial government to give tenants the right to put in a first offer when residential buildings go up for sale, and create loan programs and support for conversion of buildings to co-ops.

Call on the provincial government to ensure all tenants have a chance to dispute their eviction, and create a provincial record of an eviction.

Lobby the provincial government to limit rent increases to once every twelve months, regardless of whether there has been a change of tenant.

Because:

Safe and affordable housing is affirmed by the United Nations Human Rights Commissioner to be a basic human right;

Strong tenant protections are already in place in other jurisdictions, such as Ontario, where there are laws in place to ensure that tenants can dispute their eviction; and

Housing affordability disproportionately affects women and other equity-seeking groups.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Education

Resolution 79

Submitted by the Young Workers' Standing Committee

Subject: Federal Post-Secondary Education

HEU Will:

Lobby the federal government to take responsibility for accessible and affordable post-secondary education by:

- Creating a Ministry of Advanced Education that will work with provincial and territorial governments to create a national Post-Secondary Act. This Act will establish a framework for federal funding and ensure that funding earmarked for post-secondary education is only applied to post-secondary education spending. The Post-Secondary Act should be modeled after the Canada Health Act.
- Increasing access for Indigenous learners with an immediate investment into the Post-Secondary Student Support Program (PSSSP) of \$7.27B over 5 years as well as ongoing annual increased funding to ensure access for Indigenous students.
- Maintaining the Canada Student Grants and increasing the funding annually towards non-repayable student financial assistance.
- Eliminating interest on Canada Student Loans.
- Supporting organizations and campaigns striving to achieve a progressive model of post-secondary education.

Because:

- The current policy on post-secondary education is 20 years old and outdated.
- The federal government is responsible for providing post-secondary education funding to provinces and territories as well as for funding Indigenous learners.
- Federal funding for post-secondary education is transferred within the Social Transfer to provinces and territories. There are no rules that ensure funding earmarked for post-secondary education is restricted to post-secondary education spending, allowing provinces and territories to reallocate funds to other areas of spending.

- In 2008, the federal government increased post-secondary funding to provinces and the BC government actually decreased funding to post-secondary education and spent that funding in other areas.
- The Assembly of First Nations identified the need for 78,000 graduates to close the attainment gap between non-Indigenous and Indigenous learners. Closing the gap requires 80% more funding than is currently provided for Indigenous learners.
- Non-repayable financial assistance helps learners get into post-secondary education by addressing the high upfront costs. It also helps learners to stay in and complete their studies. The current federal government has committed their current funding to the end of 2023 only and the continuation of funding past 2023 is uncertain.
- Eliminating interest on Canada Student Loans will reduce massive and on-going student debt.

COMMITTEE

- Concurrence Non-Concurrence

CONVENTION

- Concurrence Non-Concurrence

Resolution 80

Submitted by the Young Workers' Standing Committee

Subject: Provincial Post-Secondary Education

HEU Will:

- Lobby the provincial government for a progressive model of post-secondary education and training that is accessible and affordable for all by:
- Immediately freezing and progressively reducing to zero domestic and international tuition fees at public colleges, institutions and universities to lessen the financial burden on students, their families and communities.
 - Tying the funding model to inflation, accounting for regional educational and labour market needs, and ending reliance on the revenue generated by international students.
 - Increasing opportunities for innovative free and

low-cost programs and paid practicums as well as non-repayable grants and bursaries for in-demand health care occupations to strengthen the health care system.

- Support organizations and campaigns striving to achieve a progressive model of post-secondary education.

Because:

- Tuition fees have doubled over the past 20 years because of the reduction in public funding to B.C. post-secondary institutions.
- The average student graduates with \$35,000 of debt, and students have to balance paying off major debts along with the rising cost of living.
- Numerous high and middle income countries provide free or nominal fee post-secondary education including Ireland, Denmark, Finland, Iceland, Norway, Sweden, Germany, Switzerland, Austria, Spain, Belgium, Brazil, Mexico, Argentina, Cuba, Ecuador, Venezuela, and Chile
- High cost puts access to education and training out of reach for many, especially lower income people and equity-seeking groups. This is particularly the case for health care-related programs, creating a barrier that prevents new entrants from going into in-demand health care work.
- Health care is facing a major shortage of workers and the health care workforce is aging and retiring - we need to recruit skilled workers to strengthen the health care system.
- Health care is an ever evolving practice and workers should be able to access ongoing education and skills training to advance their knowledge, improve their practice, and achieve career mobility.
- There is a direct increase to international tuition fees as public funding has decreased, making our current system disproportionately reliant on international students to fund our public post-secondary system. With a properly funded system, international students can be treated fairly as a large number remain in B.C. to work and ultimately settle as permanent residents.
- Investing in education is also investing in a healthy, strong and resilient society and economy.

COMMITTEE

- Concurrence Non-Concurrence

CONVENTION

- Concurrence Non-Concurrence

**Refer to Constitutional Amendments
Committee**

Resolution 81

Submitted by the Prince George Local

Subject: Expenses, Mileage and Per Diem

HEU Will:

Increase per diem rates to the following: full day rate \$100.00; in town/partial rate \$50.00.

Because:

Due to the rising costs of inflation, food costs are creating a financial strain on our members doing the work of the union. Restaurant and food costs have risen 12% to 20%.

HEU members are paying out of pocket while attending union events. This proposed resolution seeks to ease the financial strain on our members.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Refer to Bargaining Conference

Resolution 82

Submitted by the City Centre Care Local

Subject: Demanding that HEU bargain for increased benefits for Pacific Blue Cross Pharmacy Program for all HEU members.

HEU Will:

Bargain for increased coverage for Pharmacological Services for all members in all collective agreements with respect to all Extended Health & Dental Plans.

Because:

Other union health and dental benefits offer much more coverage both in availability and percentage covered in pharmacy claims. For instance the UFCW 1518 plan for Save On Foods workers covers 100% of almost any pharmacy claim where by the HEU Blue Cross coverage does not even cover medications that are necessary for life such as insulin and insulin related supplies.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 83

**Submitted by the PHSA (Amalgamated)
Local**

**Subject: Letter of Intent Without Intention:
IT Benchmark Review**

HEU Will:

Expedite and perform the work outlined in the Letter of Intent regarding IT Benchmark Review that exists on page 88 of the Facilities Collective Agreement on the HEU website.

Update the HEU membership on the progress of this IT Benchmark Review biannually as the work is performed or delayed.

Send a detailed summary to the HEU membership about the outcome of the IT Benchmark Review once it is completed.

Because:

The technology workers of the union feel neglected, disrespected, and unappreciated as the work in regards to the IT Benchmark Review has seemingly taken a back seat over the past seven years.

This Letter of Intent has existed in the contract for a half decade or more (language in the letter references April 1, 2015), but no communication has been made to the members about any progress in regards to this.

With the recent tech talent crunch in BC, many colleagues have moved on to other higher paying jobs in the private sector, resulting in a huge deficit of institutional knowledge within their departments. This has come to a head even more now that people are being asked to resume in-office work. The impact on these workers quality of life is also severely impacted by the 10%+ inflation rate that the economy saw last year, making the need for a review of the benchmarks all the more important.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 84

Submitted by the St. Paul's Local

Subject: Benefits

HEU Will:

Bargain to increase the basic life insurance plan from the current amount of \$50,000 to \$125,000.

Because:

HEU members and their families should be taken care of by the employer should the situation arises. The cost of living, medical care, equipment, and funeral costs have increased over the year; therefore, the basic life insurance amount needs to as well.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 85

Submitted by the St. Paul's Local

Subject: Benefits

HEU Will:

Bargain to increase coverage for eyeglasses from the current allowance for vision care \$350.00 to \$800.00.

Because:

Poor vision is a disability.

Members cannot keep up with the cost of lens and frames due to inflation which increases yearly, yet, the vision allowance remains stagnant.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 86

Submitted by the St. Paul's Local

Subject: Benefits

HEU Will:

Bargain to have paid coverage for vaccines (including, but not limited to: shingles, pneumococcal pneumonia, Gardasil...) and all other preventative vaccines as prescribed by physicians.

Because:

It is important to support and protect the health and welfare of our members.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 87

Submitted by the St. Paul's Local

Subject: Bullying and Harassment

HEU Will:

Bargain to upgrade the definition of Bullying and Harassment.

The current guidelines the employer uses is outdated and needs to include the actions and tactics to intimidate, offend, degrade, and humiliate such as:
misuse of power, shunning, isolating, tone of voice, non verbal cues, mobbing, etc....

Because:

A member who is ostracized by other members or management have no one to turn to for help. Human Resources may not conduct a proper investigation depending on who is involved or simply if they do not understand all the different forms and types of bullying and harassment members undergo.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 88

Submitted by the St. Paul's Local

Subject: Float Pool

HEU Will:

Bargain to clarify the language regarding float pools; therefore, aiming to resolve the workload on a full-time and part-time staff.

Because:

Currently the float pools are being underutilized by the employer.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 89

Submitted by the St. Paul's Local

Subject: Health Care Plans

HEU Will:

Bargain a new type of plan for medical devices, equipment, and garments to assist HEU members with ongoing illness and chronic medical conditions which require such care.

The coverage should be 60% of the costs.

Because:

Currently , a lot of the above is not covered and members may not or cannot afford the assistance needed to help with ongoing medical issues.

Some members require such help to for daily living and to be able to do their jobs.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 90

Submitted by the St. Paul's Local

Subject: Health Care Plans

HEU Will:

Bargain to include an Extended Plan D - Other Dentistry Services (including oral, maxillofacial, periodontics, and prosthodontics surgery and services), which would cover 75% of the costs of the extended plan.

Because:

Members and their families rely on dental plans to promote good health and well being. Currently, many types of dental/gum diseases go untreated as they are too expensive to pay out of pocket. All oral care should be taken care of, not just the basics.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 91

Submitted by the St. Paul's Local

Subject: Health Care Plans

HEU Will:

Bargain to increase Plan B - Extended Plan from the current 60% costs to 85% costs.

Because:

Members rely on the extended dental plans for good dental health and preventative measures of oral diseases. Also, dental work costs have increases over the years, yet, the current plan remains stagnant.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 92

Submitted by the St. Paul's Local

Subject: Job Duties Updates

HEU Will:

Bargain with the employer that the department managers and/or supervisors shall keep a current Job Duties form which will be updated regularly. This should be an official form with names and dates included and posted for all to refer to as well as a copy to be placed in a reference binder.

Because:

As members get more and more tasks assigned to their daily duties, it becomes a workload issue that needs to be addressed.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 93

Submitted by the St. Paul's Local

Subject: Job Training

HEU Will:

Bargain to reflect lead hand language and pay 10% more when doing any training.

Because:

Training adds to the workload burden that members currently deal with.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 94

Submitted by the St. Paul's Local

Subject: Occupational Health and Safety

HEU Will:

Bargain for additional hours of paid education and training from what is currently allowed.

Because:

OH&S representatives need more training (including issues pertaining to mental health, addiction, abuse, and bullying/harassment) in order to effectively fulfill their role.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 95

Submitted by the St. Paul's Local

Subject: Removal of Expectation Letters

HEU Will:

Bargain a sunset clause to remove expectation letters from member files after 18 months.

Because:

These types of letters are left in member files for their entire employment as Human Resources refuse to remove them.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 96

Submitted by the St. Paul's Local

Subject: Seniority Portability

HEU Will:

Bargain for HEU members to be able to port their seniority to other sites province-wide.

Because:

HEU members may need to relocate within the province for various reasons and shouldn't have to start at the lowest level again at a different site.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 97

Submitted by the St. Paul's Local

Subject: Sick Leave

HEU Will:

Bargain to remove the maximum accumulation cap of sick leave credits (1,700 hours).

Because:

Members are being penalized for being healthy.

Why should the members lose out on sick credits they have earned throughout their employment?

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 98

Submitted by the St. Paul's Local

Subject: Special Leave

HEU Will:

Bargain to change the language of Article 30.01(3) to read, "Serious household domestic issue including illness in the immediate family of an employee; accompanying the ill family member to the hospital or specialist appointment (whether it is scheduled, urgent, or emergent) when no one at the employee's home other than the employee can provide care of the ill immediate family member...".

Because:

Most employers automatically deny any special leave request. It is also very hard to get approval without having to fill in an invasive questionnaire form on a family member's medical history. As well, the employer feels that a member's responsibility to an ill family member ends at a hospital door and the employee should then return to work leaving a loved one sick and alone.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 99

Submitted by the St. Paul's Local

Subject: Special Leave

HEU Will:

Bargain that members who retire should receive a special leave cash payout of 80%.

Because:

Members earn special leave credits and should be entitled to a cash amount of the unused sick leave credits.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 100

Submitted by the St. Paul's Local

Subject: Union Recognition and Rights

HEU Will:

Bargain to change or clarify the definition of, "where her/his absence would unduly interfere with proper operation of the department...may be refused leave of absence.

Because:

Too many HEU Shop Stewards are being denied their right to be at their local office.

It is the fault of the directors and/or managers that their department isn't operating efficiently by not having a proper workload to staff ratio; refusing to use casuals for coverage; not hiring casual staff.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 101

Submitted by the St. Paul's Local

Subject: Wage Increase

HEU Will:

Bargain for a wage increase in addition to a separate yearly cost of living percentage for members.

Because:

HEU members are struggling to support themselves and/or their families. Our current wage rate does not reflect these increased costs due to what we have lost in the past.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 102

Submitted by the St. Paul's Local

Subject: Wage Schedule

HEU Will:

Bargain to move all clerk 3 positions at grid 11 up to a grid 12.

Because:

A grid 12 better reflects the duties and workload of clerk 3s'.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Resolution 103

Submitted by the St. Paul's Local

Subject: Wages

HEU Will:

Bargain for members to receive all wage increases on the day the increases are to take effect.

Because:

The employer waits until a full pay period of a month before starting the new wage increase instead of the first pay period.

This means the member loses money that has been earned as the employer refuses to give wage back pay for the actual wage increase date.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence