



HEU CONVENTION 2024

Proposed Resolutions



Indigenous Rights and Reconciliation

Resolution 1

Submitted by the Indigenous Peoples Standing Committee

Subject: Creation of Red Dress Alert System in B.C.

HEU Will:

Lobby the provincial government to create a Red Dress Alert System in B.C..

Because:

Researchers have reported that Indigenous Women and Girls are 12 times more likely to be murdered or missing than other women in Canada. Indigenous women are sexually assaulted three times more often than non-Indigenous women, and most of the women and children trafficked in Canada are Indigenous.

British Columbia has the highest number of cases of MMIWG2S in Canada. The Native Women's Association of Canada has gathered information about 160 cases of missing and murdered Indigenous women and girls in B.C.. This accounts for almost a third (27%) of all cases in the NWAC's database. Of the 160 cases in the database, 63% are murder cases and 24% are cases of missing women and girls. Most cases in B.C. involve women and girls under the age of 31, specifically women ages 19-31.

Winnipeg and Ontario have launched a Red Dress Alert System that will alert the public when an Indigenous woman or girl goes missing.

Similar to an Amber Alert when a child is missing, the goal of the alert system is to prevent death and increase safe reunion with loved ones.

We would like to encourage the government to include 2-Spirit People, men and boys in this alert system to bring awareness to the violence against all Indigenous Peoples.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 2

Submitted by the Indigenous Peoples Standing Committee

Subject: Indigenous Food Sovereignty

HEU Will:

Support the rights to Indigenous Food Sovereignty. HEU will raise awareness through lobbying affiliates and also lobby the municipal, provincial, and federal governments to support the traditional ways of Canada's First Peoples to IFS (Indigenous Food Sovereignty).

Because:

Truth and reconciliation must be more than words. Reconciliation is also about reclaiming IFS (Indigenous Food Sovereignty) which has existed for 10,000 years and was practiced up to the 1950s in Canada.

Indigenous food sovereignty is a specific policy approach to addressing the underlying issues. While the language and concept of food sovereignty has only recently been introduced in Indigenous communities, it is not a new one. Indigenous food is related knowledge, values, and wisdom built over thousands of years which is the basis for identifying four key principles that guide present day food sovereignty within the Indigenous communities.

1. Sacred or divine sovereignty – Food is a gift from the Creator.
2. Participatory – IFS is fundamentally based on “action”, or the day-to-day practice of maintaining cultural harvesting strategies.
3. Self-determination – The ability to respond to our own needs for healthy, culturally adapted Indigenous foods.

4. Policy – IFS attempts to reconcile Indigenous food and culture values with colonial laws and policies and mainstream economic activities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 3

Submitted by the Menno Home Local

Subject: Red Dress Alert

HEU Will:

With the support of Indigenous communities, advocate to all levels of government for the permanent implementation of a “Red Dress Alert” system, based on the model of the Amber Alert system to alert the public and mobilize emergency services in the event that Indigenous women, girls, and gender-diverse individuals are reported missing, abducted or at similar risk of harm.

Because:

HEU is committed to the Truth and Reconciliation Commission of Canada: Calls to Action, and the 41st Call to Action includes the inquiry and remedies for the disproportionate victimization of Indigenous women and girls;

It is in agreement with HEU’s Policies and Procedures resolution to support the Red Dress Campaign;

It is in agreement with HEU’s Policies and Procedures resolution to demand the government recognize and investigate the disproportionate amount of violence perpetrated on Indigenous women; and

It is in agreement with HEU’s Policies and Procedures resolution to demand the federal government work with Indigenous People’s organizations and emergency services across the country to implement plans of action that would include identifying and implementing appropriate and effective protocols for action on missing person cases consistent with the specific risks to Indigenous women and girls.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 4

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

Subject: Reconciliation Indigenous Food Sovereignty

HEU Will:

Support the rights to Indigenous Food Sovereignty and they will raise awareness through lobbying affiliates and lobby municipal, provincial and federal governments to support the traditional ways of Canada's First People to IFS.

Because:

Truth and Reconciliation must be more than words and Reconciliation is also about reclaiming Indigenous Food Sovereignty which have existed for 10,000 years and was practiced up to the 1950's in Canada.

The municipal, provincial and federal governments of Canada have not spent one cent on supporting and reclaiming Indigenous Food Sovereignty in Canada to date. It's time for Reconciliation.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 5

Submitted by the VGH Local

Subject: Lead Shop Steward

HEU Will:

Replace the term "Chief Shop Steward" with "Lead Shop Steward" in all Union documents and communications.

Update the Union's bylaws, policies, and procedures to reflect this change.

Ensure that all training materials and resources for Union Members and staff are revised to incorporate the new terminology.

Communicate this change to all Union Members and stakeholders to promote awareness and understanding of the reasons behind the change.

Because:

The term "Chief" holds significant cultural meaning for Indigenous peoples, and its use in Union documents as a title may be considered culturally insensitive.

It is important to promote inclusivity and cultural sensitivity within our Union to ensure all Members feel respected and valued.

Using a term that is culturally neutral, such as "lead," can help foster a more inclusive environment.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Health Care Policy

Resolution 6

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

Subject: Subsidized Education

HEU Will:

Advocate for subsidized education, career advancement, and wage replacement programs specifically tailored to 2-Spirit, non-binary, and women workers in the health care sector, with a focus on ensuring access for individuals from marginalized communities; and collaborate with health care institutions, government agencies, and educational institutions to develop and implement these programs effectively, ensuring that wage replacement measures are integrated to support individuals taking time off for education.

Because:

Equitable access to education, career advancement, and wage replacement is essential for fostering diversity and inclusion in the health care sector; and 2-spirit, non-binary, and women workers from marginalized communities often face systemic barriers to accessing education, advancing their careers, and sustaining their livelihoods in health care. Subsidized education and career advancement initiatives, coupled with wage replacement, can help break down these barriers and promote diversity, equity, and representation in the health care workforce.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 7

Submitted by the Armstrong Local

Subject: Increase care hours from the current 3.36 hours of direct care daily

HEU Will:

Lobby the provincial government to increase care hours for all health care settings.

Because:

Our patients, clients and residents deserve dignified, respectful and complete care. The current allotted time doesn't meet the needs for the complexity of the residents/patient's needs. The complexity of the needs when people are being admitted to long term care is increasing, along with more mental health considerations and aggressive behaviors.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 8

Submitted by the Burnaby Local

Subject: Long-term disability

HEU Will:

Lobby the appropriate regulatory Authorities and Trust to have the age limit and restrictions on long-term disability plan 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 and CPP does not provide enough income.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 9

Submitted by the Burnaby Local

Subject: Pacific Blue Cross

HEU Will:

- Lobby Pacific Blue Cross to increase all Members benefit 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 approval decision.

Because:

High cost of living.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 10

Submitted by the Chetwynd Local

Subject: Family Days

HEU Will:

Have five (5) paid family days, that employees can take whenever they want throughout the year.

Because:

Employees need to have a work-life balance to decrease work burn-out and work stress in their lives.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 11

Submitted by the Chetwynd Local

Subject: Retirement

HEU Will:

Continue to lobby the provincial government for full medical and dental benefits after retirement.

Because:

For you and your spouse to get benefits is over \$500 a month for medical and dental. When you retire and you get older you may need to start taking medicine more often.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 12

Submitted by the Cowichan Valley Local

Subject: Provincial Rural Retention Incentive

HEU Will:

Continue to lobby the provincial government to expand the Provincial Rural Retention Incentive (PRRI) specifically to sites that have been approved for the rural remote recruitment incentive (RRRI).

Because:

It is important to draw new employees to sites that are struggling with staffing shortages. It is equally important to support and recognize the effort of existing staff and work with those sites on the (RRRI) program.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 13

Submitted by the Fleetwood Local

Subject: Medical and Dental

HEU Will:

Reaffirm and lobby the provincial government to have full medical and dental benefits after retirement.

Because:

Retirees live on a limited income and it's hard for them to afford medical and dental expenses.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 14

Submitted by the Lions Gate Local

Subject: Staffing levels

HEU Will:

Push all levels of government to increase and sustain staffing levels in health care.

Because:

Having low staff numbers increases workload, causing our members workplace burnout which is affecting both their mental and physical health.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 15

Submitted by the Lynn Valley Local

Subject: Private Pension Plan

HEU Will:

Lobby and advocate that private sector employers create and provide a private pension plan to its employees.

Because:

- Newly established and current Locals don't all have this language in their collective agreement.
- This is a standard benefit that all Members should have.
- This gives greater collective Union support to the local.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 16

Submitted by the Malaspina Care Residence Local

Subject: Communicable diseases and declaring an "Outbreak"

HEU Will:

The Union will work with all Health authorities to ensure that an outbreak is declared for all communicable diseases and give those who have signs and symptoms of these communicable diseases a reasonable amount of time to recover, with coverage under WCB.

Because:

With our current process, diseases which include COVID but are not limited to, are not being considered as outbreaks, which is leaving vulnerable workers, family, friends, residents, clients at risk of contracting such communicable diseases. The more times these diseases are contracted the higher the chance of forming a life time complex health issue that isn't covered under WCB because no "Outbreak" was declared.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 17

Submitted by the Menno Home Local

Subject: Law Enforcement Reform

HEU Will:

Lobby for provincial wide implementation of the Mobile Integrated Crisis Response Program; and lobby for expansion of the MICRP to include 24 hour mandatory pairing of government licensed mental health professionals with police officers responding to crisis calls.

Because:

It is in agreement with HEU's Policies and Procedures resolution to demand the provincial government makes readily available adequate and appropriate mental health resources and services;

It is in agreement with HEU's Policies and Procedures resolution to demand the provincial government provide mental health care focused on wellness promotion and prevention, with seamless and integrated care and equitable access to safe care; and

Police response to mental health emergencies involves a high risk of escalation, violence and trauma to community members when carried out by police services who are untrained in mental health and community first aid.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 18

Submitted by the Normandy Local

Subject: One Master Agreement

HEU Will:

Lobby the provincial government to bring all private facilities employing HEU members throughout the province back into one master collective agreement.

Because:

Having one master agreement for all HEU members would foster equality and one interpretation of the agreement throughout the province. To have over 150 HEU collective agreements creates division among HEU Members. Each employer has their own interpretation which creates confusion among HEU Members.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 19

Submitted by the People with Disabilities Standing Committee

Subject: Medical Assistance in Dying (MAiD)

HEU Will:

Petition the provincial and federal governments to increase funding for social services support programs for individuals who are considering Medical Assistance in Dying (MAiD).

Because:

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

The Government of Canada needs to ensure that the provisions of comprehensive social services supports are available to all individuals, particularly those that are facing vulnerabilities and inadequate social supports. They are essential for individuals with physical or mental health challenges and economic circumstances as social isolation and lack of viable alternatives can compel someone to consider MAiD.

Working in collaboration with allied organizations, community groups, and advocacy networks to share the petition and garner broader support for increased social services, funding and communication with government officials, elected representatives and relevant stakeholders to advocate for policy changes and budget allocation, that enhancement of social services and public awareness campaigns to educate the public about the importance of social supports in preventing individual from being compelled to choose MAiD due to lack of supports.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 20

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

Subject: Subsidized Education

HEU Will:

Advocate for subsidized education, career advancement, and wage replacement programs specifically tailored to 2-spirit, non-binary, and women workers in the health care sector, with a focus on ensuring access for individuals from marginalized communities; and collaborate with health care institutions, government agencies, and educational institutions to develop and implement these programs effectively, ensuring that wage replacement measures are integrated to support individuals taking time off for education.

Because:

Equitable access to education, career advancement, and wage replacement is essential for fostering diversity and inclusion in the health care sector; and 2-spirit, non-binary, and women workers from marginalized communities often face systemic barriers to accessing education, advancing their careers, and sustaining their livelihoods in health care; and subsidized education and career advancement initiatives, coupled with wage replacement, can help break down these barriers and promote diversity, equity, and representation in the health care workforce.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 21

Submitted by the Powell River Local

Subject: Convention Constitution

HEU Will:

Health authorities to provide childcare services for employees.

Because:

To prevent sick time being used up and to provide a full staffing level, not leaving others short staff, work load considerations.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 22

Submitted by the Provincial Executive

Subject: Agency Care Staff

HEU Will:

Continue to lobby government to eliminate the use of health care agency staff and increase regular in-house staffing.

Because:

The use of health care agency staff undermines the provision of safe, quality care and draws critical staffing resources away from the public system.

Continuity is the foundation of providing good care and consistent, ample staffing is essential.

The provincial government is taking steps to reduce the reliance on agency staff.

Actions like the expansion of ‘Go Health’ the provincial travel resource program that supports rural and remote communities, and placing a moratorium on any new agency contracts help, but more needs to be done.

In-house staffing must be increased to ensure agency staff are not needed.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 23

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:

- Restoring standard wages, benefits and working conditions in seniors’ care by returning government-funded long-term care and assisted living to the Facilities sub-sector;
- 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; and
- Ending subcontracting for care and support services as a condition of funding.

Because:

In 2019, the union secured important changes to the Labour Relations Code which provided successorship protection across health care. These provisions effectively ended the practice of contract flipping in long-term care – a practice which robbed workers of collective agreement gains and union membership and resulted in serious disruptions to continuity of care for seniors.

In 2020, HEU negotiated a comprehensive labour agreement as part of the Single-site Order, including levelled-up wages, which now puts an estimated \$195 million annually into workers’ wages.

However, there remains a gap in benefits and pensions in the long-term care sector.

Achieving a single collective agreement for all HEU members will provide a level playing field for working and caring conditions in hospitals, care homes, and community settings.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 24

Submitted by the Provincial Executive

Subject: Dental plan coverage

HEU Will:

Lobby the federal and provincial governments to continue to improve access and increase the number of procedures covered by Medical and Dental plans for retirees and low-income members.

Because:

The current dental program covers 155 of the 2500+ procedures dentists provide. Medical procedures aren't always covered by the Medical Services Plan (MSP). MSP does not provide coverage for the following:

- Services that are deemed to be not medically required, such as cosmetic surgery;
- Dental services, except as outlined under benefits;
- Routine eye examinations for persons 19 to 64 years of age;
- Eyeglasses, hearing aids, and other equipment or appliances;
- Prescription drugs (see Pharmacare).
- Acupuncture, chiropractic, massage therapy, naturopathy, physical therapy and non-surgical podiatry services (except for MSP beneficiaries receiving supplementary benefits);
- Preventive services and screening tests not supported by evidence of medical effectiveness (for example, routine annual "complete" physical examinations, whole body CT scans, prostate specific antigen (PSA) tests);
- Services of counsellors or psychologists; and
- Medical examinations, certificates or tests required for:
 - driving a motor vehicle
 - employment
 - life insurance
 - school or university
 - recreational and sporting activities
 - immigration purposes

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 25

Submitted by the Provincial Executive

Subject: Dental plan coverage

HEU Will:

Lobby for governments to improve the conditions or streamline the process for dentists/dental professionals to join the Canadian Dental Care Plan.

Because:

Only 30% of BC dental professionals, as of July 2024, have joined the Canadian Dental Care Plan due to the complications to enroll, the lack of clarity regarding how much a patient pays, and the rules.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 26

Submitted by the Provincial Executive

Subject: Shingles Vaccine

HEU Will:

Lobby the government to cover the cost of the shingles vaccine.

Because:

The cost of the vaccine is unattainable to many people, putting them at risk of shingles infection. It is a preventative measure for people who are at high risk due to stressful work situations.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 27

Submitted by the Provincial Executive

Subject: Temperature Thresholds

HEU Will:

Lobby the government to change the Workers' Compensation Board (WCB) regulations to establish safe maximum and minimum temperature thresholds for workers, ensuring that all workplaces maintain conditions that protect the health and safety of employees in response to varying and extreme climate conditions.

Because:

The health and safety of workers is paramount, and current WCB regulations do not adequately address the risks posed by extreme temperatures. Climate change has led to more frequent and severe heatwaves and cold spells, which can cause serious health issues such as heat stress, hypothermia, and other temperature-related illnesses. Establishing clear, enforceable temperature thresholds will ensure that employers take necessary precautions to provide safe working environments, thus reducing the risk of injury and illness. This proactive measure is essential to protect workers and uphold their right to safe and healthy working conditions in an era of increasing climate unpredictability.

As healthcare workers, we have witnessed first-hand the devastating loss of life of patients, clients and community members during the 2021 heat dome and other extreme weather events.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 28

Submitted by the Royal Columbian Local

Subject: Apprenticeship Program

HEU Will:

Modernize the current resolutions to reflect the following:

Lobby the provincial government to:

- Recognize that the current NDP Government has improved access to Labour input regarding Trades and Apprenticeships in British Columbia through the creation of the Skilled Trades BC. However, gaps remain;
- Expand the current 12 Certified Skilled Trades to include the following Trades: Elevator Constructors and Mechanics, Boilermakers, Machinist, Tool and Die Makers, Carpenters, Ironworkers and Tower Crane Operators;
- Increase funding for certified skilled trades to provide training to equity seeking groups;
- Encourage the Health Authorities and HEABC to work closely with Skilled Trades BC to promote apprenticeships to address recruitment and retention issues in health care;
- Encourage Health Authorities and HEABC to hire Red Seal Cooks and promote apprenticeship within the food and nutrition department; and
- Commit to no contracting out for Trades and Maintenance.

Because:

It matters that young people and equity-seeking groups are given the opportunity to secure rewarding careers that provide economic benefits to all Employers as well as all residents of the Province of B.C.

Skilled trades are essential for a functioning society and are needed to ensure our publicly funded spaces are safe, functional and well maintained. Skilled trades are desperately needed to build the spaces to house people employed in our hospitals and care homes. It needs to be recognized that a lack of skilled trades will hinder the growth of our economy. At the RCH Local we have the Public Private Partnership (P3) project

manager from Penticton sitting in our buildings on a maintenance contract. Maintenance is regularly done by ESC, Eaton, Houle, CDC, Ainsworth, Traine. and many others.

We know that they wanted to contract out all trades and maintenance at RCH and it was only the change in Government that saved our jobs in 2018.

Vote for this resolution for HEU to strengthen trades apprenticeships to build the workforce we need to keep our Trades and Maintenance in the public system.

We are experiencing the inability to hire specialized workers now and are forced to contract out maintenance that should be done in house.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 29

Submitted by the St. James Local

Subject: Housekeeper pay

HEU Will:

Change housekeeping grids to higher grid than dietary aides.

Because:

Housekeepers definitely need to get more money, COVID-19 shows us how important housekeepers are as they deal with infection.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 30

Submitted by the Surrey Local

Subject:
Lobby for all HEU Members covered by the HEU Health Services and Support Facilities Subsector

HEU Will:

Lobby for increasing staff in this subsector.

Because:

- Health Care involves a multidisciplinary team where each role is vital for comprehensive patient care. Health Care workers such as porters, health care assistants, rehabilitation assistants, food service workers, maintenance workers, lab assistants, unit clerks, housekeeping aides and many more;
- Many HEU health care professions are facing shortages;
- HEU Health Care Workers played essential roles in supporting the health care system and ensuring the smooth operation of the health care facilities; and
- Adequate funding can provide better working conditions, continuing education opportunities and mental health support, improving job satisfaction and reducing turnover rates.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 31

Submitted by the Surrey Local

Subject: Support for Mental Health

HEU Will:

Lobby the provincial government to demand more support on mental health.

Because:

Health Care Workers are the front liners during COVID and can easily affect their mental well being. Members are anxious and need more support like others.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 32

Submitted by the Vanderhoof Local

Subject: Limiting Contracts of Individual Agency Workers

HEU Will:

Commit to developing and implementing Caps or maximum renewals of individual Agency workers in the same facility.

Rally government to implement policies around repeated renewals of contracts that allow individual Agency to remain in one facility for years.

Work towards Agency workers being temporary and NOT non-union employees.

Commit to limiting the benefits to management of this privatization.

Because:

HEU is totally opposed to privatization, as per the HEU Policies and Procedures.

Agency workers that remain in the same facility for extended periods develop closed door Quid Pro Quo relationships with management.

Favouring long-term agency workers devalues Union employees.

Management benefits from renewing contracts that work for them and not the facility.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 33

Submitted by the Vernon Local

Subject: Seniors Extended Pharmacare

HEU Will:

Lobby the Government for Extended Pharmacare for Seniors.

Because:

HEU has always stood at the forefront of advocating for the health care rights of all individuals. As our population ages, the need for comprehensive health care coverage, particularly pharmacare, becomes increasingly critical. By lobbying the government for extended pharmacare for seniors, HEU can ensure that this vulnerable demographic receives the care they need and deserve.

Without extended pharmacare, many seniors will struggle to afford the medications they need to maintain their health and quality of life. The cost of medications continues to rise, putting a significant financial strain on seniors, many of whom live on fixed incomes. Extended pharmacare would alleviate this burden, ensuring that seniors do not have to choose between buying groceries and purchasing essential medications.

Access to affordable medications helps manage chronic conditions and prevents more serious health issues, reducing the need for expensive emergency care and hospitalizations. Extended pharmacare would enable seniors to adhere to their prescribed treatments, leading to better health outcomes and lower health care costs overall. Investing in extended pharmacare for seniors can lead to substantial savings for the health care system. When seniors can afford their medications, they are more likely to manage their health conditions effectively, decreasing the need for costly medical interventions and hospital stays.

Many seniors face significant barriers to accessing necessary medications due to financial

constraints. Extended pharmacare would promote equity and social justice by ensuring that all seniors, regardless of their financial situation, have access to the medications they need. As a society, we have a moral responsibility to care for our elders. They have contributed to our communities and economy throughout their lives, and it is our duty to ensure they receive the care they need in their later years. Lobbying for extended pharmacare aligns with HEU's commitment to advocating for the well-being of all individuals, especially the most vulnerable.

By taking a strong stance on extended pharmacare for seniors, HEU can further solidify its role as a leading advocate for comprehensive and equitable health care. This advocacy not only benefits seniors but also strengthens the union's position and influence in shaping health care policy. Extended pharmacare for seniors is not just a health care issue; it is a matter of equity, justice, and economic prudence. By lobbying the government for extended pharmacare, HEU can help create a healthier, more equitable society for all.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 34

Submitted by the VGH Local

Subject: ADHD and Autism Access and Assessment

HEU Will:

Advocate for policies and practices that increase access to Attention Deficit Hyperactivity Disorder and Autism assessments for all individuals, particularly those from underserved and marginalized communities.

Collaborate with health care providers, educational institutions, and government agencies to remove barriers to assessment and ensure timely diagnoses.

Raise awareness among Union Members about the importance of ADHD and Autism assessments and the resources available to support individuals with these conditions.

Lobby for legislative changes at the local, provincial, and federal levels to increase funding and support for ADHD and Autism assessment services.

Because:

Early and accurate assessment for ADHD and Autism is crucial for providing appropriate support and interventions that can significantly improve the quality of life for individuals with these conditions.

Many individuals face barriers to accessing timely and affordable assessments, leading to delayed diagnoses and support.

Increased access to assessments can promote better understanding and acceptance of neurodiversity in the workplace and beyond.

Supporting members with ADHD and Autism aligns with the Union's commitment to diversity, equity, and inclusion.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 35

Submitted by the Young Workers Standing Committee

Subject: Health Care Facilities

HEU Will:

- Work with all Health Authorities to ensure that an outbreak is declared for all communicable diseases.
- Give those who have signs and symptoms of these communicable diseases a reasonable amount of time to recover, with coverage under Workers' Compensation Board.

Because:

With our current process, diseases which include COVID-19 but not limited to, are not being considered an outbreak, which is leaving vulnerable workers, family, friends, residence, clients at risk of contracting such communicable diseases. The more times these diseases are contracted the higher the chance of forming a lifetime complex health issue that isn't covered under the Workers' Compensation Board because no "outbreak" is declared.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 36

Submitted by the Yucalta Local

Subject: Care Aide to Patient Ratio

HEU Will:

Create a care aide to patient ratio.

Because:

Safety, prevent burnout and provide the amount of care the residents deserve.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Workplace Rights

Resolution 37

Submitted by the Menno Home Local

Subject: Occupational Health and Safety

HEU Will:

Lobby the provincial government for stronger, enforceable Occupational Health & Safety (OH&S) standards on extreme climate impacts, such as heat, floods, and fires; and provide resources on climate-related standards to OH&S Committees; and lobby to establish a maximum indoor temperature and humidity limit for a workplace and/or facility

Because:

It is in agreement with HEU's Policies and Procedures resolution to recognize worker health and safety as an individual right and not a privilege granted to the employee by the Employer;

It is in agreement with HEU's Policies and Procedures resolution to promote the development and implementation of preventative programs in the health care industry and strive for higher standards of health and safety in the workplace;

It is in agreement with HEU's Policies and Procedures resolution to lobby the government to strengthen both the role and authority of joint health and safety committees and worker representatives;

It is in agreement with HEU's Policies and Procedures resolution to lobby all levels of government to immediately address the climate crisis; to invest in public health and community social services required to support communities impacted by the devastation of the climate crisis; to support and invest in building communities' climate preparedness and adaptive capacity strategies; and

As the effects of climate change are worsening, so too do our working conditions and the frequency in

which workers are exposed to extreme climate events in the workplace and in their communities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 38

Submitted by the Menno Home Local

Subject: Reproductive Rights

HEU Will:

Demand the provincial government implement paid leave for all workers regardless of gender, in the event of pregnancy loss, without stipulation or limitation on the length of pregnancy, including loss due to termination and elective abortion.

Because:

It is in agreement with HEU's Policies and Procedures resolution to support the right of people to choose abortion;

It is in agreement with HEU's Policies and Procedures resolution to affirm that sexual and reproductive health care including abortion is a fundamental part of our public health care system;

It is in agreement with HEU's Policies and Procedures resolution to make sexual and reproductive health care more trans and gender inclusive;

Although government bereavement leave covers the loss of a child, it does not provide for pregnancy loss, stillbirth, miscarriage, termination or abortion;

The federal government has introduced legislation affording federally regulated workers paid leave after pregnancy loss;

Canada's EI program provides minimal, conditional, benefits for bereaved parents experiencing pregnancy loss;

HEU's membership identifies as over 85% women and roughly 25% of pregnancies end in miscarriage, signifying a health issue that will affect large numbers of our members; and

Regardless of how many weeks one is pregnant before the loss occurs, pregnancy loss can be a tragic event with debilitating mental and physical effects.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 39

Submitted by the Morgan Place Local

**Subject: Publicly Funded after School
Childcare**

HEU Will:

Lobby the government to provide funds to support parents that work in our Union to provide after school Childcare.

Because:

Currently there is no funded childcare for parents that work in our Union.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 40

Submitted by the Provincial Executive

Subject: Implementation of the Patterson Report

HEU Will:

Continue to lobby the provincial government and the WCB to implement all the recommendations of the Patterson report, *New Directions: WCB Review 2019*, thereby ensuring the compensation system provides fair compensation and meaningful rehabilitation services, and that injured workers are treated with the dignity and respect they deserve.

Because:

Janet Patterson was given a broad mandate to review the policies and practices for assisting injured workers to return to work, modernizing the WCB culture to a more worker-centred approach, improving case management and managing the WCB surplus.

Her review recommended focusing on shifting the WCB to a more worker-centric system giving workers the respect and dignity they deserve.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 41

Submitted by the Provincial Executive

Subject: Mental Health First Aid

HEU Will:

Ensure that the Mental Health First Aid course is available to every HEU JOSH Committee member and dedicated shop steward.

Because:

Workplace hazards such as unsafe work, workload, violence, bullying and harassment, and workplace conflict can have a significant impact on workers' mental health and wellbeing.

The COVID-19 pandemic, wildfires, heat domes, floods, and the opioid crisis are all contributing to higher levels of stress and tension in our members' workplaces.

Additional training is important for HEU members to learn how to recognize signs that a person may be experiencing a decline in their mental well-being or a mental health crisis.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 42

Submitted by the Provincial Executive

Subject: Paid Leave

HEU Will:

Lobby the provincial government to mandate fifteen (15) paid leave days per year for all workers, ensuring that all workers have the necessary time to recover from health issues exacerbated by the climate crisis, such as those caused by fires, floods, and smoke. These paid leave days would include coverage for personal sickness, injury or emergency, as well as family emergencies and responsibilities.

Because:

The increasing frequency and severity of climate-related events, such as wildfires, floods, and heavy smoke, pose significant health risks to workers. Non-union and low-income workers, who often lack adequate sick leave, are particularly vulnerable as they may feel compelled to work while ill, jeopardizing their health and safety. Providing 15 paid leave days for all workers will enable them to take the necessary time to recover from illnesses or emergency without financial hardship, thus promoting a healthier workforce and mitigating the adverse health impacts of climate-related disasters. This policy is essential to ensure all workers have the support they need to maintain their health in an era of increasing climate instability.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 43

Submitted by the Provincial Executive

Subject: Presumptive coverage for psychological injury for all workers

HEU Will:

Lobby the government to amend the Workers Compensation Act Section 135 as follows:

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

Because:

In 2018, amendments were made to the Workers Compensation Act including a presumption for psychological injury for workers who experienced a work-related traumatic event or events for a limited list of eligible occupations.

Initially, only correctional officers, sheriffs, firefighters, police and emergency medical assistants were offered presumptive coverage.

In 2019, presumption was expanded to include nurses, health care aides, wildland firefighter, and dispatchers. While we applaud the government for these changes, HEU believes presumptive coverage needs to be expanded to all workers.

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

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 44

Submitted by the Provincial Executive

Subject: WorkSafe

HEU Will:

Lobby WorkSafeBC to amend the language in 4.81 of the Occupational Health & Safety Regulation (OHSR) to include illicit drugs, smoke or residue in any form or capacity.

Because:

Current WorkSafe language does not include illicit drugs/substances and or smoke residue from illicit drugs.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 45

Submitted by the Provincial Executive

**Subject: WorkSafe Compensation Act 21
General Duties of Employers**

HEU Will:

Lobby the employer to reinsure and reimpose the policy section 21 of the WorkSafe Compensation Act 21 General Duties of Employers.

1) Every employer must – B (1) are made aware of all known or reasonably foreseeable health or safety hazards to which they are likely to be exposed by their work. Regarding substance use in facilities to alert systems so the employee can easily identify the hazards.

Because:

Employees should have the right to know any possible exposure to hazardous substances.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 46

Submitted by the St. Jude's Local

Subject: Call for OT less than 24 hours at affiliated facilities

HEU Will:

Use the same language for all HEU Members.

Because:

Seniority is very important, Members work very hard to build their seniority. Cost of living in B.C. is over the roof, senior Members didn't have opportunity to get over time.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 47

Submitted by the VGH Local

Subject: Four Day Work Week

HEU Will:

Advocate for the implementation of a four-day work week (30 hours) without loss of pay in all relevant bargaining agreements and negotiations. Work with employers to pilot and assess the benefits of a four-day work week in various workplaces.

Educate and inform Union Members about the potential advantages of a four-day work week, including improved quality of life and productivity.

Lobby for legislative changes at the local, provincial, and federal levels to support the

adoption of a four-day work week without loss of pay.

Because:

A four-day work week can improve work-life balance, leading to increased employee satisfaction and well-being.

Studies have shown that shorter work weeks can boost productivity and efficiency, as employees are more focused and motivated.

Reducing the work week to 30 hours without loss of pay can help address burnout and stress, contributing to better mental health among workers.

A four-day work week aligns with modern workforce trends and the growing emphasis on flexible work arrangements.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 48

Submitted by the VGH Local

Subject: Prion Diseases

HEU Will:

Advocate for comprehensive workplace safety protocols and guidelines to minimize the risk of exposure to prion diseases.

Collaborate with health care institutions and government agencies to ensure adequate support and resources for health care workers who may be exposed to or affected by prion diseases.

Lobby for legislative changes at the local, provincial, and federal levels to enhance protections and support for health care workers regarding prion disease exposure.

Raise awareness among union members about the potential risks of Chronic Wasting Disease (CWD) from consuming game meat and advocate for public health measures to address this issue.

Because:

Prion diseases are rare but fatal neurodegenerative disorders that can pose a significant risk to health care workers due to potential exposure in the workplace.

Awareness and education about prion diseases are essential for the prevention, early detection, and management of these conditions among health care workers.

The recent appearance of Chronic Wasting Disease (CWD) in our province raises concerns about the potential impact on people who hunt and consume game meat, as CWD is a prion disease that affects deer and other game animals.

Protecting health care workers from prion diseases aligns with the union's commitment to ensuring the safety and well-being of its members.

Increased advocacy can lead to better policies, protocols, and resources to manage and mitigate the risks associated with prion diseases in health care settings.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Social and Climate Justice

Resolution 49

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

Subject: Access to Public Washrooms

HEU Will:

Strongly support initiatives to increase the availability of safe, clean, and accessible public washrooms in our community and advocate for policies and funding at local, regional and national levels to ensure the provisions, and maintenance of public washrooms for all.

Because:

Access to public washrooms is essential for public health, dignity, and inclusivity, and the lack of public washrooms is crucial for hygiene, ensuring that women and menstruating individuals can manage their health with dignity.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 50

Submitted by the Armstrong Local

Subject: Safe Drinking Water

HEU Will:

Lobby the federal, provincial, municipal governments for safe drinking water for all communities.

Because:

Safe drinking water is life and everyone deserves access to clean drinking water.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 51

Submitted by the Chilliwack Amalgamated Local

Subject: Femicide

HEU Will:

Lobby the federal government to make femicide as a punishable criminal offence

Because:

Femicide discriminates towards women and girls. Too many women, mothers, sisters, daughters are killed in this country with very little punishment towards the offender and this needs to change.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 52

Submitted by the Dogwood Local

Subject: E-transfer Abuse

HEU Will:

- Lobby the federal government to create a law on e-transfer harassment;
- Ask Canadian Labour Congress and CUPE National to support these efforts.

Because:

There is a rise in e-transfer harassment. Thirty eight percent (38%) of women have experienced verbal abuse on line.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 53

Submitted by the Ethnic Diversity Standing Committee

Subject: Divestment Policy

HEU Will:

Commit to divest from companies that consistently, knowingly, and directly enable or facilitate human rights violations or violations of international law as part of prolonged military occupation, apartheid, and genocide.

Because:

In response to the recent unlawful attacks on Palestinian civilian infrastructure, which have left more than 1.7 million people homeless and decimated vital health and education facilities, more than 34,000 Palestinians died and 77,000 were seriously injured, among the most devastating consequences of these attacks is the loss of lives, including the tragic deaths of at least 692 health care workers who were serving their communities with dedication and compassion. The deliberate targeting of health care workers and health facilities is an affront to the sanctity of human life and a flagrant violation of fundamental human rights.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 54

Submitted by the Ethnic Diversity Standing Committee

Subject: Review Investments

HEU Will:

Create a process for periodically reviewing HEU's investments and ensuring the alignment of investments, funds, and suppliers.

Because:

CUPE National and Canadian Labor Congress, alongside many other organizations, are calling for an immediate ban on arms exports to Israel to stop the indiscriminate assaults on civilian infrastructure, including hospitals and schools. These unlawful attacks violate international law and undermine the fundamental principles of humanity according to the most reputable international law structures, the International Criminal Court and the UN International Court of Justice.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 55

Submitted by the Ethnic Diversity Standing Committee

Subject: Solidarity with Health Care Workers In Palestine and Having an Active Stand Against War in in Israel-Palestine

HEU Will:

Show active solidarity with the workers' movement and advocate for a unified demand to end the attacks against health care workers. Will declare commitment to work for peace and an immediate ceasefire in Israel-Palestine according to International Humanitarian Law and UN Resolutions.

Because:

The Palestinian Trade Union Congress has called on Unions around the world to act and speak in solidarity with the Palestinian people as they undergo genocide in Gaza. We are a Union for health care employees, and health care workers have never been targeted this much in modern history before.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 56

Submitted by the Ethnic Diversity Standing Committee

Subject: Workshop on Palenstine

HEU Will:

Design a workshop on the history of Palestine and the conflict to create educational opportunities about the Israel-Palestine conflict and build a knowledge base for advocacy among workers

Because:

As advocates for equity, justice, and human rights, HEU should be on the right side of history by joining many unions, including CUPE BC, CUPW, CUWU, PSAC, UNIFOR, dozens of social rights movements, and non-profit organizations in condemning these unlawful attacks and demanding an end to the violence and an immediate ceasefire by actively participating in the divestment efforts as cutting ties with corporations that support the war efforts is a vital action that directly slows down the loss of human life and cuts the means of this occupational force.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 57

Submitted by the Menno Home Local

Subject: 2SLGBTQIA+ Rights

HEU Will:

Stand in solidarity with trans Members and the broader trans community when they advocate for their rights, and for changes to Union policies, and for the government to enact laws and policies, that will promote safety, equality, inclusivity, and equity for trans people and the 2SLGBTQIA+ community;

- Stand in opposition to any government legislation that undermines or diminishes 2SLGBTQIA+ rights;
- Offer resources and financial aid for mobilizing and organizing support to grassroots community efforts to protect and advance 2SLGBTQIA+ rights in our communities;
- Allocate financial, legal, research and communications resources to educate our Members, and develop informative material to assist with community education that dispels misinformation and combats extremist rhetoric around 2SLGBTQIA+ rights.

Because:

It is in agreement with HEU's Policies and Procedures resolution to combat discrimination against lesbian, gay, bi-sexual, transgender and two-spirited persons;

It is in agreement with HEU's Policies and Procedures resolution to support awareness for raising campaigns and advocacy efforts to combat homophobia and transphobia;

It is in agreement with HEU's Policies and Procedures resolution to recognize the need to support equity seeking groups and to regularly update policies and practices in order to continue to be a welcoming place for all union members;

It is in agreement with HEU's Policies and Procedures resolution to support trans and transgender workers, and respect all forms of gender identity; and

Misinformation, anti-trans rhetoric and activity is spreading amongst and impacting our communities, and a coordinated effort and additional resources are required to ensure the safety of our members and their communities – HEU has resources and the capacity to assist grassroots structure and coalition building for sustainable community activism and protections in our communities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 58

Submitted by the Menno Home Local

Subject: 2SLGBTQIA+ Rights and SOGI

HEU Will:

Support the continuation of Sexual Orientation and Gender Identity (SOGI) inclusive education in all levels of schooling; and will demand that the provincial government protect 2SLGBTQIA+ youth, and in particular trans students, from discriminatory legislation, school boards, parent and teacher committees, municipal committees and all other organizations and policies which may seek to:

- Diminish sex and gender education and any other forms of Diversity, Equity and Inclusion (DEI) education, into an opt-in program,
- Restrict, censor or eliminate online resources for sexual identity, gender orientation and other DEI education, such as with Bill S-210
- Remove children's right to change their name and pronouns at school freely and without parental consent,
- Remove trans youth's right to participate in sports in gender-affirming ways

And will stand in solidarity with the parents, teachers, administrators and students as they advocate for, defend, and expand their rights to SOGI inclusive and DEI based education.

Because:

It is in agreement with HEU's Policies and Procedures resolution to combat discrimination against lesbian, gay, bi-sexual, transgender and two-spirited persons;

It is in agreement with HEU's Policies and Procedures resolution to support awareness for raising campaigns and advocacy efforts to combat homophobia and transphobia;

Provincial governments have introduced policies in recent months which prevent trans youth from accessing gender-affirming care, exploring their gender safely at school, participating in sports,

and having their name and pronouns affirmed by their school communities;

Extremist political and cultural figures have been spreading anti-trans rhetoric through rallies against Sexual Orientation and Gender Identity inclusive education and other forms of Diversity, Equity and Inclusion education in schools; and

Extremist political and cultural figures have been pushing to pass dangerous legislation like Bill S-210 without consideration for the human rights and privacy violations it would entail.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 59

Submitted by the Menno Home Local

Subject: Bystander Prevention Training

HEU Will:

Lobby the provincial government to have Be More Than a Bystander training as developed by the Ending Violence Association of B.C. provided to all public sector health care employees, and will lobby the provincial government to update the Workers Compensation Act and regulations to include a requirement for all employers to include Be More Than a Bystander training as developed by the Ending Violence Association of B.C. as part of their safety onboarding process.

Because:

It is in agreement with HEU's Policies and Procedures resolution of zero tolerance for violence and harassment;

Bullying, harassment, sexual harassment, abuse, and hatred continue to exist in our workplaces; and

Employers are expected to take all available actions to provide safe workplaces and to combat the culture of silence that lets these types of abuse flourish.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 60

Submitted by the Menno Home Local

Subject: Climate Change

HEU Will:

Lobby the provincial government and the regional Health Authorities to provide resources and funding for the creation of additional permanent, long term community warming shelters and cooling centres; and to provide staffing with appropriately qualified professionals experienced in managing community members with high health needs including the elderly, and persons with mental health and substance use disorders.

Because:

It is in agreement with HEU's Policies and Procedures resolution to lobby all levels of government to immediately address the climate crisis, to invest in public health and community social services required to support communities impacted by the devastation of the climate crisis, to support and invest in building communities' climate preparedness and adaptive capacity strategies;

It is in accordance with the HEU Strategic Directions 2023-2028 guidelines to fight for more sustainable communities and lead in advocating for action on climate change and environmental protection; and

The current practice of providing temporary funding from the province to shelter providers through the local government for the provision of temporary, just-in-time warming and cooling facilities during extreme-temperature weather events places unreasonable pressure on local government resources and creates unnecessary financial and other liabilities for local governments.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 61

Submitted by the Menno Home Local

Subject: Community Unionism Support

HEU Will:

Dedicate resources to educate, train and provide organizational support to HEU Members wishing to extend Unionism into their communities by organizing Tenants Unions, Artist Co-operatives and other Union Extensions. HEU will develop specialized expertise on Tenants Unions and Cooperative Development, participate in Community Cooperative Associations and support the launch of Unionized tenants and Artists Cooperatives financially where they are deemed to be viable.

Because:

It is in agreement with HEU's Policies and Procedures resolution to educate its membership on, and promote the values of Unions and the labour movement;

It is in agreement with HEU's Policies and Procedures resolution to call on the provincial government to recognize Tenants Unions and their right to collectively bargain with landlords;

It is in agreement with HEU's Policies and Procedures resolution to support the creation of accessible, affordable, quality, safe, environmentally healthy housing initiatives;

It is in solidarity with the working class struggle against the rising costs of housing, the disappearance of Artists' Collectives, and in recognition of the collective power of Unionism; and

Rent and housing affordability directly impacts the ability for and existence of sustainable community art creation.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 62

Submitted by the Menno Home Local

Subject: Flying Squads

HEU Will:

Establish an HEU Flying Squad in response to the growing frequency of human rights attacks in our communities, to work under the direction of the HEU Equity Standing Committees and in conjunction with the BC Federation of Labour Flying Squad, with designated regional captains to:

- Fund, research and develop an HEU Health and Safety Policy Guide to train, educate and advise Members and Affiliates on best practices for safely navigating and/or participating in direct action, and
- To advise the Provincial Executive of community calls to collective action and areas in need of direct action and on how to best implement effective collective and direct action strategies to ensure the health and safety of participating members, and
- To rapidly mobilize our Membership and resources for collective and direct action in response to identified areas of need in our communities and labour spaces, and
- To advise and support Locals in taking on their own collective and direct actions safely and effectively.

Because:

It is in agreement with HEU's Policies and Procedures resolution to develop Diversity, Equity and Inclusion tools for Member activists to create community, solidarity and safety for Members from equity groups and from the broader Membership, and

It is in agreement with the Canadian Labour Congress' Emergency Resolution to encourage and support Affiliates to condemn attacks against human rights; to create Flying Squads to provide meaningful support to workers, organizations and communities facing attacks together.

Supporting Members in using their power to promote equity and solidarity across our communities and the labour movement to be safe, strong and united supports our equity and inclusion goals as outlined in the HEU's Strategic Directions 2023-2038 guidelines while also aligning with the Unions social justice roots.

Political misinformation, extremist rhetoric and activity is impacting our communities disproportionately, and a coordinated effort and additional resources are required in some communities more than others, and HEU has resources and the capacity to assist structure and coalition building for sustainable community activism in our communities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 63

Submitted by the Menno Home Local

Subject: Promoting Member Activism

HEU Will:

Further educate, fund and support union members in becoming community and political activists and act to remove barriers to activist participation by funding, researching and developing political action education which teaches, but is not limited to:

- Single issue mobilization and building temporary organizational structures;

- Collective and direct action organizing;
- Grassroots organizing and building permanent, long term organizational structures;
- Community development organizing;
- Political campaign organizing;
- Lobbying and corporate organizing.

Because:

It is in agreement with HEU's Policies and Procedures resolution to encourage and support its Members and other progressive, pro-labour people interested in running for political positions;

It is in agreement with HEU's Policies and Procedures resolution to support any initiative to educate Members on the value of Unions and the labour movement;

It is in agreement with HEU's Policies and Procedures resolution to develop Diversity, Equity and Inclusion tools for Member activists to create community, solidarity and safety for Members from equity groups and from the broader membership; and

It is in agreement with HEUs Strategic Directions 2023-2028 guideline to build strong, effective Locals and to continue to promote equity and solidarity in union spaces.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 64

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

Subject: 2SLGBTQIA+ anti-hate

HEU Will:

Oppose all government legislation that undermines 2SLGBTQIA+ rights, and stand in solidarity with trans members and the broader trans community advocating for their rights and safety. Ensure HEU's donations and investments do not support organizations that exclude or discriminate against trans people; and offer resources, mobilizing and organizing support to HEU union settings including local meetings, education, committees, and executive spaces grassroots community efforts to protect trans rights in our union communities; and allocate legal, research and communications resources to educate our members, and develop informative material to assist with community education that dispels misinformation around trans rights.

Because:

Per its constitution, the HEU committed to social, economic, and political justice;

Trans rights are human rights;

Trans people of all ages deserve dignity, respect, and agency over their lives;

New Brunswick, Saskatchewan and Alberta have all introduced policies in recent months which make it difficult or impossible for trans youth to access gender-affirming care, to explore their gender safety at school, to participate in sports, and to have their name and pronouns affirmed by their school communities;

Political and cultural figures have been spreading anti-trans rhetoric across B.C. through rallies against sexual orientation and gender identity curriculums in schools;

2SLGBTQIA+ community members, allies, workers, local business owners and especially our progressive local elected folks are experiencing alarming consistent harassment that seems to be escalating;

Misinformation, anti-trans rhetoric and activity is impacting communities disproportionately, a coordinated effort and additional resources are required in some communities more than others; and

The HEU has resources and the capacity to assist structure and coalition building for sustainable community activism in our communities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Social and Climate Justice

Resolution 65

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

Subject: BC Flying Squad

HEU Will:

Establish an HEU flying squad in response to the growing frequency of human rights attacks in our communities, to work under the direction of the HEU equity standing committees and in conjunction with the BC Federation of Labour flying squad, with designated regional captains to:

Fund research and develop an HEU Health and Safety Policy Guide to train, educate and advise members and affiliates on best practices for safety navigating and /or participating in the direct actions; and

To advise the Provincial Executive of community calls to collective action and areas direct areas in need of direct action; and on how to best implement effective collective and direct action strategies to ensure the health and safety of participating members, and to rapidly mobilize our Membership and resources for collective and direct action in response to identified areas of need in our communities and labour spaces, and to advise and support locals in taking on their own collective and direct actions safely and effectively.

Because:

It is in agreement with HEU's mandate to develop diversity, equity and inclusion tools for Member activists to create community, solidarity and safety for members from equity groups and from the broader Membership;

It is in agreement with the Canadian Labour Congress' Emergency Resolution to encourage and support affiliates to condemn attacks against human rights; to create flying squads to provide meaningful support to workers, organizations and communities facing attacks together; and

Political misinformation, extremist rhetoric and activity is impacting our communities disproportionately, and a coordinated effort and additional resources are required in some communities more than others, and HEU has resources and the capacity to assist structure and coalition building for sustainable community activism in our communities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 66

Submitted by the Provincial Executive

Subject: Palestine: End the Occupation

HEU Will:

Call upon the Canadian government to:

- support the global consensus that Israel must end the occupation and siege of Palestine in Gaza and the West Bank, in accordance with United Nations Security Council resolutions 242 and 338, and
- demand that Israel dismantle the apartheid wall and end all acts of violence that take the lives of innocent people, whether they be Palestinian or Israeli,
- support an international peace process to recognizes the equality of all Israelis and Palestinians, based on the implementation of UN resolutions and international law.

Conduct member education about the history of Israel's occupation and colonization of Palestine, Canada's complicity and what HEU can do to support a just peace.

Because:

HEU and the Canadian trade union movement have long recognized the need for the Israeli

Government to withdraw from the Occupied Palestinian Territories and abide by UN Resolution 242 and Resolution 338 as a precondition to peace.

The decades-old occupation of Palestinian lands and the years-long siege of Gaza by Israel remain obstacles to a just and lasting peace in the Middle East.

In July 2024, the United Nations highest judicial body, the International Court of Justice advisory opinion concluded:

- Israel's occupation of Palestinian land, including its settlements in the West Bank, is illegal and must end,
- There must be for reparations for Palestinians who have lived under Israel's occupation since it began in 1967, an unprecedented step, and
- Mistreatment of Palestinians is form of segregation and apartheid.
- Nations cannot offer aid in support of the illegal occupation without violating international law, and
- Palestinians have a right to self-determination.
- HEU's Policies and Procedures include language to strengthen and enforce international covenants and laws, prosecute war criminals, actively encourage democracy, free elections and respect for human rights and other measures explicitly designed to promote peace and non-violence around the world.
- HEU's Policies and Procedures urge the federal government to call for an immediate ceasefire in all conflict zones and to endorse, support and participate in activities and events designed to build support for peaceful solutions to armed conflict

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 67

Submitted by the Provincial Executive

Subject: 2SLGBTQIA+ Rights

HEU Will:

Support the continuation of Sexual Orientation and Gender Identity (SOGI) inclusive education in all levels of schooling; and will demand that the provincial government protect 2SLGBTQIA+ youth, and in particular trans students, from discriminatory legislation, school boards, parent and teacher committees, municipal committees and all other organizations and policies which may seek to:

- Diminish sex and gender education and any other forms of Diversity, Equity and Inclusion (DEI) education, into an opt-in program.
- Restrict, censor or eliminate online resources for sexual identity, gender orientation and other DEI education, such as with Bill S-210
- Remove children's right to change their name and pronouns at school freely and without parental consent,
- Remove trans youth's right to participate in sports in gender-affirming ways
- And will stand in solidarity with the parents, teachers, administrators and students as they
- Advocate for, defend, and expand their rights to SOGI-inclusive and DEI-based education.

Because:

It is consistent with HEU's Policies and Procedures resolution to combat discrimination against lesbian, gay, bi-sexual, transgender and two-spirited persons;

It is consistent with HEU's Policies and Procedures resolution to support awareness for

raising campaigns and advocacy efforts to combat homophobia and transphobia;

Provincial governments have introduced policies in recent months which prevent trans youth from accessing gender-affirming care, exploring their gender safely at school, participating in sports, and having their name and pronouns affirmed by their school communities; and

Extremist political and cultural figures have been pushing to pass dangerous legislation like Bill S-210 without consideration for the human rights and privacy violations it would entail.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 68

Submitted by the Provincial Executive

Subject: Amend Political Action 26 BC 11-08

HEU Will:

HEU will encourage HEU locals across the province to show interest and support for candidates who share HEU's values in provincial elections.

Because:

It is consistent with HEU's 2023-2028 Strategic Direction political action goal of making HEU voices heard at the ballot box and continuing to be at the forefront of political action.

It is in accordance with HEU's policies and procedures resolutions that HEU will commit to educating members on the impact of elections.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 69

Submitted by the Provincial Executive

Subject: Climate Crisis

HEU Will:

Lobby the government to:

1. Provide free, reliable, and clean transit options for all workers during crisis situations such as extreme weather, floods, fires, smoke, and evacuations.
2. Amend the Employment Standards Act (ESA) to create additional and compensated breaks for workers exposed to extreme conditions to prevent heat stress and other health issues.
3. Amend the WorkSafe BC Act and Regulations to establish a maximum and minimum temperature policy to ensure safe working conditions during periods of extreme temperatures.
4. Enforce strict health and safety measures to protect workers during climate-related crises.
5. Define regional evacuation safety standards and ensure adequate compensation for affected workers.
6. Require uniforms that are appropriate for extreme weather conditions and are designed to prevent heat stress and exposure to cold.
7. Ensure access to potable water within 5 meters of each workstation to prevent dehydration.
8. Hire adequate staff to support these measures and ensure their effective implementation during crisis situations.
9. Increased mental health support for all workers dealing with extreme weather events

Because:

The increasing frequency and severity of climate-related disasters, such as floods, fires, heavy smoke, unusual snowfall and other weather emergencies pose significant risks to workers' health and safety. Current measures are insufficient to protect workers from the adverse effects of these crises.

Providing free, reliable, and clean transit ensures that workers can safely commute to and from work without added financial or logistical burdens during emergencies. Additional compensated breaks are essential for preventing heat stress and allowing workers to recover from extreme conditions. A maximum temperature policy is crucial for defining safe working limits and protecting workers from heat-related illnesses.

Enforcing strict health and safety measures, defining regional evacuation safety standards, and ensuring adequate compensation for displaced workers will help mitigate the impacts of climate-related disasters. Appropriate uniforms designed to prevent heat stress are necessary to protect workers from high temperatures, and ready access to potable water is essential to prevent dehydration and maintain health.

Lastly, hiring adequate staff to support these measures is critical for their effective implementation, ensuring that all workers have the support and resources they need during crisis situations. This comprehensive approach is necessary to protect workers' health and safety in an era of increasing climate instability.

Workers on the front lines of the climate crisis have a huge mental health burden associated with this work. We experience trauma with repeated climate emergencies, and this takes a serious and long-term toll on our wellbeing. This increases the prevalence of addiction with our members, and also hurts our families and the ability to do our jobs. We do not have the support and addictions treatment that we need.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 70

Submitted by the Provincial Executive

Subject: Comprehensive Waste Reduction and Recycling Programs in Health Care Facilities

HEU Will:

1. Accountability and Transparency: Assign dedicated waste management officers in each facility responsible for overseeing the program's implementation and adherence. Regular audits will be conducted to ensure compliance with established protocols. All audit results and progress reports will be publicly accessible to ensure accountability and transparency.
2. Monitoring and Reporting: Establish a monitoring system to track waste generation, segregation, and recycling rates. Report progress annually to ensure transparency and continuous improvement.
3. Education and Training: Provide ongoing education and training programs for all healthcare facility staff on best practices for waste reduction and recycling. Ensure clear labeling and signage are in place to guide proper waste segregation.
4. Waste Segregation: Clear guidelines and training for healthcare staff on segregating medical waste (e.g., sharps, pharmaceuticals, infectious materials) from general waste (e.g., paper, plastics, food waste). Ensure all waste materials are clearly labeled for proper separation at the source and that sorted materials are sent to appropriate facilities for treatment, disposal, or recycling.
5. Recycling Initiatives: Introduce recycling bins for general waste such as paper, cardboard, plastics, and metals. Partner with certified recycling companies to ensure proper handling and processing.
6. Sustainable Procurement: Prioritize the purchase of reusable, recyclable, or

biodegradable products where possible, reducing the overall waste generated by healthcare facilities.

Because:

1. Environmental Impact: Health care facilities generate significant amounts of waste and much of waste is hazardous. Improper disposal of medical waste can lead to environmental contamination and damage to human health and ecosystems.
2. Regulatory Compliance: Ensuring proper disposal of medical waste is necessary to comply with local, provincial and national regulations, avoiding potential fines and legal issues.
3. Cost Savings: Effective waste management can lead to cost savings by reducing the volume of waste requiring expensive disposal processes and by potentially generating revenue from recyclable materials.
4. Sustainable health care: Implementing waste reduction and recycling programs aligns with the broader goal of sustainable healthcare, minimizing the environmental footprint of healthcare operations.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 71

Submitted by the Provincial Executive

Subject: Domestic Violence

HEU Will:

HEU will partner with the Canadian Women's Foundation and likeminded Canadian organizations to create education and awareness around domestic violence. HEU will educate its members on the Hand Signal for Help and other resources to assist those in domestic abuse situations.

Because:

Domestic abuse is not just a women's issue, it is a family and community issue;

Our Policy and Procedures state that HEU never has and never will condone violence; and

We were made more aware that the number of domestic abuse situations increased during COVID and we need to be more vigilant.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 72

Submitted by the Provincial Executive

Subject: Federal Election Strategy

HEU Will:

Develop a proactive election strategy that explores options available under current election laws to maximize our union's goals.

Because:

In accordance with HEU's Policies and Procedures resolutions to promote alternatives to the conservative political agenda;

In accordance with HEU's Policies and Procedures resolutions to implement a member-to-member political engagement campaign to support the New Democratic Party in the federal election; and

It is consistent with HEU's 2023-2028 Strategic Directions political action goal of making HEU voices heard at the ballot box and continuing to be at the forefront of political action.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 73

Submitted by the Provincial Executive

Subject: Flying Squads

HEU Will:

Establish a flying squad for rapid mobilization in response to community and Labour movement needs that function in conjunction with the Provincial Executive and Equity Standing Committees.

Because:

Supporting members in using their power to promote equity and solidarity across our communities and the Labour movement to be safe, strong and united supports our equity and inclusion goals as outlined in the HEU's Strategic Directions document while aligning with the union's social justice roots.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 74

Submitted by the Provincial Executive

Subject: International Solidarity – Pensions and Palestine

HEU Will:

Demand that the Municipal Pension Plan and the BC Investment Corp immediately withdraw and divest from all businesses that uphold and support the ongoing genocide in Palestine and will work with the Financial Secretary and Union Trustees to ascertain and report to the

membership by 2025 and biannually thereafter, whether other union business includes investments in or dealings with companies benefitting from operations in illegally occupied territories and/or other global injustices.

Because:

It is consistent with HEU's Policies and Procedures resolution to strengthen and enforce international covenants and laws, prosecute war criminals, actively encourage democracy, free elections and respect for human rights and other measures explicitly designed to promote peace and non-violence around the world.

It is consistent with HEU's Policies and Procedures resolution to urge the federal government to call for an immediate ceasefire in all conflict zones and to endorse, support and participate in activities and events designed to build support for peaceful solutions to armed conflict.

The current war in Gaza has already caused the deaths of thousands of civilians, including in attacks on hospitals and other emergency services.

The deliberate targeting of civilians and vital infrastructure — whether carried out by Hamas or by Israeli forces — constitute war crimes under international law.

More than a million people have already been forcibly displaced and over two million people in Gaza remain at risk from shortages of clean water, food, and electricity due to the Israeli bombings and siege.

The decades-old occupation of Palestinian lands and the years-long siege of Gaza remain obstacles to a just and lasting peace in the Middle East.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 75

Submitted by the Provincial Executive

Subject: Palestine

HEU Will:

- Call on the Canadian government to demand an immediate and permanent ceasefire in Gaza, an end to all attacks and killing of Palestinian civilians, an end to the siege and blockade of Gaza, the release of all Israeli hostages and Palestinian political prisoners, and the criminal prosecution of all those involved in ordering and carrying out war crimes; and
- Join and encourage others in the labour movement and their allies in the New Democratic Party to speak out for an immediate and permanent ceasefire and an end to the siege of Gaza by Israel; and a Canadian arms embargo to Israel to end the horrors in Gaza; and
- Act to protect HEU members and our allies in the labour movement from repercussions, such as being disciplined or silenced for speaking out in support of Palestine, global justice, and human rights.
- Conduct member education about the history of Israel's occupation and colonization of Palestine, Canada's complicity and what HEU can do to support a just peace.

Because:

- The current Israeli war on Gaza has already caused the deaths of thousands of civilians, including children and health care workers, from attacks on hospitals and other emergency services;
- The deliberate targeting of civilians and vital infrastructure — whether carried out by Hamas or by Israeli forces — constitute war crimes under international law;
- More than a million people have already been forcibly displaced, and over two million people in Gaza, over half of whom are children, remain at risk from shortages of clean water, food, health services and electricity due to the Israeli bombings and siege;

- The decades-old occupation of Palestinian lands and the years-long siege of Gaza remain obstacles to a just and lasting peace in the Middle East;
- Major Canadian Unions – including our National Union, CUPE, along with CUPW, PSAC, and NUPGE continue to speak out for Palestine and for a Canadian arms embargo;
- In January 2024, the International Court of Justice (ICJ) issued orders requiring Israel to prevent genocide, and to enable basic services and humanitarian assistance in Gaza;
- In June 2024, the United Nations Security Council adopted a ceasefire resolution calling for an immediate, full, and complete ceasefire with the release of both sides' hostages;
- In July, International Court of Justice advisory opinion concluded Israel's occupation of Palestinian land, including its settlements in the West Bank, is illegal and must end. The court also notably declared Israel's mistreatment of Palestinians to be a form of segregation and apartheid;
- In August, Pope Francis appealed for "a ceasefire on all fronts, for the release of hostages, and for aid to the exhausted population." He also encouraged every effort to avoid any escalation in the conflict and that "paths of negotiation" be pursued so this tragedy can be stopped;
- HEU's Policies and Procedures include language to strengthen and enforce international covenants and laws, prosecute war criminals, actively encourage democracy, free elections and respect for human rights and other measures explicitly designed to promote peace and non-violence around the world; and
- HEU's Policies and Procedures urge the federal government to call for an immediate ceasefire in all conflict zones and to endorse, support and participate in activities and events designed to build support for peaceful solutions to armed conflict.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 76

Submitted by the Provincial Executive

Subject: Palestine

HEU Will:

HEU will urge the Government of Canada to support the enforcement of international law, and work towards a peaceful resolution. HEU also joins the call from Amnesty International to Prime Minister Justin Trudeau calling on the federal government to suspend all exports and equipment that could be used in this conflict.

Because:

We are distressed by the number of hospitals, schools, churches and other significant sites that have been destroyed during the war, and the death of hundreds of health care workers.

We are also alarmed by the deprivation of food, water, electricity, and other necessities of life. We are alarmed by senseless loss of life and hostages that are unaccounted for.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 77

Submitted by the Provincial Executive

Subject: the Philippines

HEU Will:

Lobby the federal government to support our sister unions in the Philippines in their struggle against government corruption, anti-union activity and ENDO contracting.

Because:

HEU condemns this practice. Our current policy and procedures state we have to put pressure on the government to close loopholes and strengthen the rights of employees whose jobs may be lost to ENDO (contract flipping).

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 78

Submitted by the Provincial Executive

Subject: Waste and recycling

HEU Will:

Do everything possible to reduce waste at all union events, including but not limited to:

- Reducing single use plastic;
- Ensure there are segregated recycling bins at all large union events, including composting bins;
- Including recycling and waste reduction information in convention and large event orientations;
- Use locally sourced food wherever possible to reduce the carbon footprint; and
- Source swag/giveaways locally wherever possible, and do not give away single use plastics that cannot be recycled.

Because:

- We want to support local businesses and reduce the carbon footprint of our union;
- There is an international crisis associated with the disposal of recycling and garbage, and this impacts the health of people in the global south; and
- We can't keep creating garbage at the current rate, it is not sustainable.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 79

Submitted by the Provincial Executive

Subject: Water

HEU Will:

Demand that we put a stop to the exploitation by multi-national corporations and pollution by industry. HEU calls for the federal government to stop selling our water.

Because:

One in four people in the world today does not still have clean drinking water.

In its policy and procedures, HEU has to speak out publicly and at all levels of government about access to water being a human right and the need to protect water as a public asset.

In our strategic direction document, it says that environmental racism puts Indigenous communities in harm without access to clean drinking water.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 80

Submitted by the VGH Local

Subject: MPP Divestment from Israel

HEU Will:

The Hospital Employees Union will demand that the Municipal Pension Plan and the BC Investment Corp immediately withdraw and divest from all businesses that uphold and support the ongoing genocide in Palestine.

Furthermore, the Union will advocate for the divestment from all businesses globally that are involved in human rights violations, aligning with our core values of justice and equality.

Because:

HEU's staff and Members are heavily invested in the Municipal Pension Plan, which is managed by the BC Investment Management Corp. (BCI), BCI has invested over one hundred and sixty-five million dollars into companies that support apartheid in Israel, including arms dealers, The Hospital Employees Union is a social justice Union that believes in human rights, dignity, and peace for all.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 81

Submitted by the Young Workers Standing Committee

Subject: 2SLGBTQIA+ Rights – Anti-Hate

HEU Will:

- Oppose any government legislation that undermines 2SLGBTQI+ rights;
- Stand in solidarity with trans members and the broader trans community advocating for their rights and safety;
- Ensure HEU donations and investments do not support organizations that exclude or discriminate against trans people;
- Offer resources, mobilizing and organizing support to grassroots community efforts to protect trans rights in our communities; and
- Allocate legal, research and communications resources to educate our members, and develop informative material to assist with community education that dispels misinformation around trans rights.

Because:

- Per its Constitution, HEU commits to social, economic, and political justice;
- Trans rights are human rights;
- Trans rights are workers' rights. All workers have the right to feel safe at work under The Human Rights Code in B.C.;
- Trans people of all ages deserve dignity, respect, and agency over their lives;
- New Brunswick, Saskatchewan, and Alberta have all introduced policies in recent months which make it difficult or impossible for trans youth to access gender-affirming care, to explore their gender safety at school, to participate in sports, and to have their name and pronouns affirmed by their school communities;
- Political and cultural figures have been spreading anti-trans rhetoric across B.C. through rallies against Sexual Orientation and Gender Identity curriculums in schools;
- 2SLGBTQI+ community members, allies, workers, local business owners and especially

our progressive local elected folks are experiencing alarming consistent harassment that seems to be escalating; and

- Misinformation, anti-trans rhetoric, and activity is impacting communities disproportionately, a coordinated effort and additional resources are required in some communities more than others, and the HEU has resources and the capacity to assist structure and coalition building for sustainable community activism in our communities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 82

Submitted by the Young Workers Standing Committee

Subject: Bill 210 - SOGI

HEU Will:

- Support the continuation of Sexual Orientation and Gender Identity (SOGI) inclusive education in all levels of schooling;
- Demand that the provincial government protect 2SLGBTQIA+ youth, and in particular trans students, from discriminatory legislation, school boards, parent and teacher committees, municipal committees and all other organizations and policies which may seek: to diminish sex and gender education and any other forms of Diversity, Equity and Inclusion (DEI) education; restrict, censor or eliminate online resources for sexual identity, gender orientation and other DEI education, such as Bill S-210 to remove children's right to freely change their name and pronouns at school without parental consent, remove trans youth's right to participate in sports in gender-affirming ways; and

- Stand in solidarity with the parents, teachers, administrators, and students as they advocate for, defend, and expand their rights to SOGI inclusive, and DEI based education.

Because:

- HEU is committed to combat discrimination against lesbian, gay, bi-sexual, transgender, two spirited, queer and gender diverse people bring awareness for raising campaigns and advocacy efforts to combat against homophobia and transphobia;
- Provincial governments have introduced policies in recent months which prevent trans youth from accessing gender-affirming care, exploring their gender safely at school, participating in sports, and having their name and pronouns affirmed by their school communities; and
- Extremist political and cultural figures have been pushing to pass dangerous legislation like Bill S-210 without consideration for the human rights and privacy violations it would entail.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 83

Submitted by the Young Workers Standing Committee

Subject: International Solidarity

HEU Will:

- Call on the Canadian government to demand for an immediate and permanent ceasefire in Gaza, an end to all attacks and killing of Palestinian civilians, an end to the siege and blockade of Gaza, and the criminal prosecution of all those involved in ordering and carrying out war crimes including Israeli Prime Minister Netanyahu;
- Encourage others in the Labour movement and their allies in the New Democratic Party to speak out for an immediate and permanent ceasefire and an end to the siege of Gaza; and
- Act to protect HEU members and our allies in the Labour movement from repercussions, being disciplined or silenced for speaking out in support of Palestine, global justice and human rights.

Because:

- The current war in Gaza has already caused the deaths of thousands of civilians, including in attacks on hospitals and other emergency services;
- The deliberate targeting of civilians and vital infrastructure — whether carried out by Hamas or by Israeli forces — constitute war crimes under international law;
- More than a million people have already been forcibly displaced and over two million people in Gaza remain at risk from shortages of clean water, food, and electricity due to the Israeli bombings and siege;
- The decades-old occupation of Palestinian lands and the years-long siege of Gaza remain obstacles to a just and lasting peace in the Middle East;
- It is in agreement with HEU's Policies and Procedures resolution to strengthen and enforce international covenants and laws, prosecute war criminals, actively encourage

democracy, free elections and respect for human rights and other measures explicitly designed to promote peace and non-violence around the world; and

- It is in agreement with HEU's Policies and Procedures resolution to urge the federal government to call for an immediate ceasefire in all conflict zones and to endorse, support and participate in activities and events designed to build support for peaceful solutions to armed conflict.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 84

Submitted by the Young Workers Standing Committee

Subject: MPP Divestment

HEU Will:

- Demand that the Municipal Pension Plan and the BC Investment Corp immediately withdraw and divest from all businesses that uphold and support the ongoing genocide in Palestine;
- Work with the Financial Secretary and Union Trustees to ascertain and report to the membership by 2025 and biannually in the following years, whether other union business includes investments in or dealings with companies benefiting from operations in illegally occupied territories and other global injustices; and
- Furthermore, the Union will advocate for the divestment from all businesses globally involved in human rights violations, aligning with our core values of justice and equality.

Because:

- HEU's staff and members are heavily invested in the Municipal Pension Plan, which is managed by the BC Investment Management Corp. (BCI);
- BCI has invested over one hundred and sixty-five million dollars into companies that support apartheid in Israel, including arms dealers;
- The Hospital Employees Union is a social justice union that believes in human rights, dignity, and peace for all;
- It is in agreement with HEU's Policies and Procedures resolution to strengthen and enforce international covenants and laws, prosecute war criminals, actively encourage democracy, free elections and respect for human rights and other measures explicitly designed to promote peace and non-violence around the world; and
- It is in agreement with HEU's Policies and Procedures resolution to urge the federal government to call for an immediate ceasefire in all conflict zones and to endorse, support and participate in activities and events designed to build support for peaceful solutions to armed conflict.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

HEU Internal Policies and Procedures

Resolution 85

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

Subject: Gender Neutral Washrooms at Union Events

HEU Will:

Ensure all washrooms are gender neutral at all Union events and Conventions, where possible, and provide an option to access single-user washrooms for those who prefer additional privacy.

Because:

Providing inclusive facilities is essential for the dignity and comfort of all Members and gender-neutral washrooms ensure accessibility for transgender and non-binary individuals; Women often have to wait longer to access washrooms, creating an inequity; and access to single-user washrooms provides privacy and comfort for those who need it; and our Union is over 80% women, highlighting the importance of equitable washroom access.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 86

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

Subject: Single Occupancy Accommodation at Union Events

HEU Will:

Provide single occupancy accommodation at all events, aligning with, or commitment to, gender diversity and inclusivity.

Because:

Ensuring gender-inclusive and feminist spaces is essential for fostering diversity and inclusion within our Union and offering single occupancy accommodation acknowledges and respects diverse gender identities and ensures safety and comfort for all Members.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 87

Submitted by the Arrowsmith Local

Subject: Per Diems

HEU Will:

Increase per diem rates as follows: Full day \$100.00, in town/ partial rate \$50.00. These new rates will take effect Nov 1, 2024.

Because:

The cost of food has increased since 2022 and the previous rate for per diems does not currently reflect the increased cost of living.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 88

Submitted by the Columbia View Lodge Local

Subject: Expenses

HEU Will:

Pay the Member while attending workshops.

Because:

A lot of Members have hardship while trying to get the training or learning new roles and waiting for a cheque for two weeks puts a strain on smaller union member.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 89

Submitted by the Columbia View Lodge Local

Subject: Fair Education

HEU Will:

Make sure that small rural area Locals have the same rights and experience to workshops and education.

Because:

Small Locals are feeling left out on all the training or getting denied due to travel expenses.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 90

Submitted by the Ethnic Diversity Standing Committee

Subject: HEU Foundational Multi-Lingual Video Series with Content Open to All Members (no signature, no barriers)

HEU Will:

Allyship: Multi-lingual recorded (listen at work/home, listen, take notes) content regarding HEU, Constitution, Access to other Education and Union Opportunities, Rights;

Submit questions in your own language to be answered;

Help people learn English to improve communication, practice, participation, culture;

Education Week - right to proper education to help people, all unions to join forces, longer segments; and

HEU members with English as another language: People here should be able to learn English here.

Because:

People are scared to face employer if english is an additional language. They breakdown in tears trying to get their point across.

Health care needs people with additional languages to support patients, and HEU needs Shop Stewards who can figure out what the member needs and means.

Increase access for people within community because we have so much ethnic diversity.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 91

Submitted by the Finnish Care Local

Subject: Union Functions On Members' Day Offs

HEU Will:

Pay Members wages when they are attending Union functions, even when the functions are on Members' day offs.

Because:

Some Members are not willing to attend Union business if it's on their day off as they don't get paid and they may also loose the chance to get extra shifts or overtime due to shortage of staffing since the pandemic. Some small Locals try to fund Members by certain amount money which is a burden for small Locals to encourage as many members to get involved with the Union.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 92

Submitted by the Fleetwood Local

Subject: Chief Steward/Shop Steward

HEU Will:

Roll out responsibilities of Chief Shop Steward and Shop Steward with more adequate information about the responsibilities.

Because:

The HEU Constitution does not describe the role of Chief Shop Steward, more clarification is needed.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 93

Submitted by the Fleetwood Local

Subject: Per diem Rates

HEU Will:

Increase the in town partial per diem rate to \$100 per day.

Because:

The cost of living has increased greatly. Many Members who are in town have longer days than their actual scheduled work day, such as longer hours in Conventions, Conference or trainings. 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 94

Submitted by the Kamloops/Thompson Local

Subject: Travel Expenses

HEU Will:

Pay the per diem claimed on travel expense forms properly and not pay out the lesser amount.

Because:

They are not calculating the cost of taxis and other expenses.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 95

Submitted by the Lions Gate Local

Subject: Dependent Care Policy

HEU Will:

Update the dependent care policy to better reflect a living wage for childcare and elder care workers.

Because:

HEU desires all HEU Members to play an active role in the Union, including Members with dependents, and endeavours to reduce or remove barriers to participation.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 96

Submitted by the Lions Gate Local

Subject: Dependent Care Policy

HEU Will:

Provide a maximum daily rate for all childcare and elder care expenses (travel, hotel or hourly wages) up to a maximum of \$300 per 24-hour period.

Because:

Traditional hourly dependent care is not always the most effective or desirable form of dependent and elder care.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 97

Submitted by the Menno Home Local

Subject: Bystander Prevention Training

HEU Will:

Provide and make mandatory Bystander training to all Provincial Executive Members and HEU employees as part of their onboarding and orientation training process; will provide and make available Bystander training to all OH&S Committee Members; and will make every effort to provide and make available Bystander training to all HEU Members where deemed practicable.

Because:

It is in agreement with HEU's Policies and Procedures resolution of zero tolerance for violence and harassment;

Bullying, harassment, sexual harassment, abuse, and hatred continue to exist in our workplaces; and

Employers are expected to take all available actions to provide safe workplaces and to combat the culture of silence that lets these types of abuse flourish.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 98

Submitted by the Menno Home Local

Subject: Domestic Violence Emergency Relief Fund

HEU Will:

Establish a Domestic Violence Emergency Relief Fund to provide short term financial relief to Members who are personally impacted by, and escaping from domestic and intimate partner violence. Members may apply for a one time grant of \$1,000 to be used to offset the costs of securing safe housing, legal aid, safe transportation, medical expenses or any other emergency expenses incurred due to domestic violence. Funds can be used supplementary to any other assistance the member receives through government or community programs.

Because:

It is in agreement with HEU's Policies and Procedures resolution to combat systemic violence and oppression of women and other equity seeking groups that are disproportionately affected by domestic violence.

Although our Collective Agreement now provides for paid time off for those experiencing domestic violence, it does not adequately provide Members with the financial resources necessary to secure safe housing for themselves and their dependents.

HEU's Membership identifies as over 85% women, and roughly 29% of all women in Canada will experience assault from a domestic partner, it is an issue that will affect the majority of our members.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 99

Submitted by the Menno Home Local

Subject: Law Enforcement Reform

HEU Will:

Condemn the existence of income inequality and wealth-based incarceration in our justice systems and lobby all levels of government to abolish the bail bond system.

Because:

It is in agreement with HEU's Policies and Procedures resolution to protect and advance member and non-member human rights from systemic oppression;

It is in agreement with HEU's Policies and Procedures resolution to recognize and support the BC Human Rights Commission;

It is in agreement with the BC Human Rights Commission's demand for justice reform in British Columbia to reduce systemic racism and improve equity and community health and safety; and

Pre-trial incarceration caused by unaffordable bail is the single greatest driver of convictions, and is responsible for the continuing rise of our nation's jail and prison populations.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 100

Submitted by the Menno Home Local

Subject: Law Enforcement Reform

HEU Will:

Oppose and condemn police brutality and demand the provincial government enact and enforce legislation to guarantee law enforcement accountability and transparency and will support the prevention and removal of police presence in schools; and will work to end racial/minority/political profiling by law enforcement.

Because:

It is in agreement with HEU's Policies and Procedures resolution to protect and advance Member and Non-member human rights from systemic oppression;

It is in agreement with HEU's Policies and Procedures resolution to recognize and support the BC Human Rights Commission; and

It is in agreement with the BC Human Rights Commission's demand for police reform in British Columbia to reduce systemic racism and improve equity and community health and safety.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 101

Submitted by the Menno Home Local

Subject: Law Enforcement Reform

HEU Will:

Recognize the anniversary of March 15, 1997 as the International Day Against Police Brutality.

Because:

It is in agreement with HEU's Policies and Procedures resolution to protect and advance member and non-member human rights from systemic oppression;

It is in agreement with HEU's Policies and Procedures resolution to educate its membership on, and promote the values of Unions and the labour movement;

It is in solidarity with the working class struggle traditionally opposed and oppressed by police forces; and

It is in recognition of the sacrifices of working class and labour activists in the continuing struggle to defend and progress human rights.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 102

Submitted by the Menno Home Local

Subject: Member Activism

HEU Will:

As a response to the growing climate of political and civil unrest in our communities, HEU will invest in the continued health and safety of its Membership by purchasing additional insurance coverage for Members taking part in union supported political actions, rallies, protests and assemblies.

Because:

It is in agreement with HEU's Policies and Procedures resolution to recognize the need to support equity seeking groups and to regularly update policies and practices in order to continue to be a safe place for all Union Members;

It is in accordance with the 2023-2028 HEU Strategic Directions guidelines to provide Members with the training and tools needed to confront discrimination within the Union and in the community;

As HEU is a social justice union, our Union has and will continue to be targeted by hate groups and anti-progressive movements. HEU Members are now increasingly faced with political protests at their worksites, all which pose a continued threat of escalation, violence and civil unrest. Members who wish to counter the protests and stand in solidarity with social justice movements, should be protected; and

Misinformation, anti-progressive rhetoric and activity is spreading amongst and impacting our communities, and a coordinated effort and additional resources are required to ensure the safety of our Members and their communities. HEU has resources and the capacity to provide additional insurance coverage to support sustainable community activism and protections in our communities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 103

Submitted by the Menno Home Local

Subject: Provincial Sub-Committees

HEU Will:

Provide for all Equity Standing Committees and Provincial Executive Sub-Committees be present at all HEU regional conferences and the Biennial Convention, by attendance of all available Members of each Sub-Committee and will provide the time and/or space necessary to convey Sub-Committee information to the Membership.

Because:

It is in agreement with HEU's Policies and Procedures resolution for Sub-Committees to promote a broader discussion of issues important to the membership, provide relevant background information on such issues and undertake activities in their areas of work;

In order to accurately gauge issues important to the membership and achieve their goals effectively Provincial Sub-Committees must be provided with the appropriate means to reach and engage with the membership on a wider scale and expand their visibility and scope; and

It is in agreement with HEU's 2023-2028 Strategic Directions goal of reducing and eliminating barriers of participation for members in our Equity Committees and Sub-Committees.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 104

Submitted by the Menno Home Local

Subject: Provincial Sub-Committees

HEU Will:

Equip all Equity Standing Committees and Provincial Sub-Committees to publish an informational newsletter to the membership and may be permitted to publish information in The Guardian and all other official means of Member outreach available.

Because:

It is in agreement with HEU's Policies and Procedures resolution for Sub-Committees to promote a broader discussion of issues important to the membership, provide relevant background information on such issues and undertake activities in their areas of work;

It allows for heightened accountability and transparency to the Membership within the work of the Sub-Committees; and

In order to accurately gauge issues important to the Membership and achieve their goals effectively, Provincial Sub-Committees must be provided with the appropriate means to reach and engage with the Membership on a wider scale and expand their visibility and scope.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 105

Submitted by the Menno Home Local

Subject: Telecommunications Fund

HEU Will:

Permanently reinstate and make available to all Locals the telecommunications funding introduced as part of the "Pandemic Fund" in 2020 to:

- Cover and/or reimburse the cost of high speed internet access;
- Cover and/or reimburse the cost of electronic and online communication applications and subscriptions (such as Zoom, etc);
- Cover and/or reimburse the cost of office software needed for the effective functioning of Locals (such as Microsoft Office, etc);
- Finance the supply of one (1) laptop to each Local, including the costs of maintenance and repair, and total replacement every five (5) years; and
- Finance the supply of two (2) tablets to each Local, including the costs of maintenance and repair, and total replacement every five (5) years.

Because:

It is in agreement with HEU's Policies and Procedures resolution to provide an equitable, accessible and inclusive Union environment to all Members for all Union activities;

Online and hybrid methods of Union activities prevent obstacles that prohibit and restrict members from participating such as geography, transportation, time management, and health and safety;

It is in agreement with HEU's mandate to recognize universal broadband access as a basic right and key public policy objective; and

It is in agreement with HEU's commitment to environmental conservation in that online union activities lessen and/or eliminate the need for Member transportation and the use of disposable physical resources such as paper communications.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 106

**Submitted by the People with Disabilities
Standing Committee**

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

HEU Will:

Designate all Equity Standing Committee members as automatic Delegates to HEU's Biennial Conventions.

Because:

The Equity Standing Committee plays a crucial role in fostering diversity, inclusion, and equitable practices within our organization and the Biennial HEU Convention serves as a vital platform for networking, sharing best practices and advancing the cause of equity and inclusivity in our community. Ensuring representation and participation from our Equity Standing Committee Members the HEU convention aligns with our organization's commitment to promoting diversity, equity, and unity.

BE IT RESOLVED THAT:

All Members of the Equity Standing Committee shall be automatically designated. The organization shall cover the registration fees, travel expenses, and accommodations for Equity Standing Committee Members attending the HEU Convention, in accordance with budgetary provisions.

As Delegates to attend the annual HEU convention, The Equity Standing Committee shall actively participate in planning and organizing sessions, workshops, or presentations relevant to their expertise or areas of focus during the HEU Convention.

The Equity Standing Committee Members shall be encouraged to share insights, experiences, and recommendations gathered from the HEU Convention with the broader organization upon their return.

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

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 107

**Submitted by the People with Disabilities
Standing Committee**

**Subject: HEU Sub-Committee Mental Health
and Substance Use (MHSU)**

HEU Will:

Establish a Provincial Executive Sub-Committee for Mental Health and Substance Use.

Because:

Mental health and substance use issues affect individuals and communities worldwide; There is a need for dedicated efforts to address mental health and addiction challenges comprehensively and effectively.

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

BE IT RESOLVED THAT:

The HEU will hereby establish a Mental Health and Addictions Sub-Committee (MHAS) to address mental health and addiction-related issues within our organization and the broader community.

The MHAS shall consist of dedicated Members representing diverse backgrounds and expertise. The primary objectives of the MHAS shall include:

- a. Increasing awareness and understanding of mental health and mental health

professionals, addiction specialists, community advocates, and individuals with lived experience and addiction issues.

- b. Advocating for policies and initiatives that promote mental health and addiction prevention, treatment, and support.
- c. Providing resources, support, and referrals for individuals within our organization and the community affected by mental health and addiction challenges.
- d. Collaborating with local organizations, health care providers, and Promoting government agencies to address mental health and addiction needs effectively.
- e. Promoting destigmatization and creating a supportive environment for individuals seeking help for mental health and addiction concerns.

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

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

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

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

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 108

Submitted by the People with Disabilities Standing Committee

Subject: HEU Substance Use Policy

HEU Will:

Develop a policy to create an inclusive substance free environment for all Union Members to fully participate at HEU events and functions.

Because:

Currently there is no policy addressing substance use at HEU events and functions in the HEU's Policies and Procedures Manual. The health and safety of all Union Members is a fundamental priority, with the presence of substances such as alcohol and/or drugs, this can create barriers for members who are in recovery or choose to abstain for personal or health reasons such as a history of trauma related to substance use or religious beliefs. An inclusive environment is essential to ensure that all Members can fully participate in union functions and implementing a Substance Use Policy can help foster a more inclusive, respectful, and productive environment for all Delegates.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 109

**Submitted by the People with Disabilities
Standing Committee**

Subject: Medical Emergency Crisis Funds

HEU Will:

Create a medical emergency crisis fund for HEU members.

Because:

HEU Members are affected by medical conditions which can suddenly cause them to be temporarily disabled or permanently disabled. These Members are suddenly not financially able to afford paying for their basic needs. HEU Members are not able to afford their benefits to keep their medications which they desperately may need while off work. While a Member may qualify for short term medical, they are required to use up all their banked sick time, then the medical EI will kick in after the qualifying period. Medical EI is now available up to 26 weeks, which is an increase from the prior 15 weeks. Qualifying Members will receive 55% of their insurable earnings up to maximum of \$650.00 a week. When a Member goes off on leave, they are required to provide a medical note to their employer indicating the length of the leave. Often a leave may be extended from the original return to work date due to recovery period or other medical issues that may arise during their leave. After a certain period away, the employer will stop providing benefits, and the Member may elect to take over payment of benefits. Given the current economic climate, with high rental rates and mortgages, current cost of living, etc., a Member may have to decide to not take benefits so that their basic necessities are met during medical leave. This is particularly stressful as Members are provided with a choice to take all benefits, take one or none, or select those benefits that may be particularly necessary during their time off. Included in the benefit package is Medical, Dental, Extended Health and Long-Term Disability. Based on the current Medical EI payment model, Members may receive 55% of their insurable earnings. Imagine not

having benefits during an already stressful time off or having to decide if you pay for the benefits yourself. Members are stretched thin already with their paychecks and are particularly stretched with the current economy as it is.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 110

Submitted by the PHSA (Amalgamated) Local

Subject: Local Chairperson & Secretary terms

HEU Will:

Give Locals authority to have the option to have Chairperson and Secretary Treasurer positions of the Executive be 2 year terms.

Because:

The amount of work, personal time and dedication required for the duties is not appealing to most. Those who do decide to commit to it need time to understand all facets the job.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 111

Submitted by the PHSA (Amalgamated) Local

Subject: Sharps containers at Union Events

HEU Will:

Provide sharps containers at all Union events, including at HEU provincial office and all outside venues in which Union events are held, ensuring easily accessible and safe disposal of sharps for all attendees requiring the use of sharps for medical purposes, and promoting their importance and awareness of the availability and location of the sharps containers.

Because:

Individuals with certain medical conditions require the use of sharps to manage their health effectively and supporting those with disabilities in managing their health needs responsibly aligns with HEU's DEI principles and their commitment to promoting diversity, equity and inclusion. HEU is committed to supporting the health, safety and well-being of all its members and attendees at Union events and providing sharps containers at union events promotes safe disposal of sharps, thus helping to prevent health and safety risks and promoting a safe environment for all attendees.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 112

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

Subject: Bystander Training

HEU Will:

Provide and make mandatory bystander training to all Provincial Executive Members and HEU employees as part of their onboarding and orientation training process; will provide and make available bystander training to all OH&S Committee Members; and will make every effort to provide and make available bystander training to all HEU Members where deemed practicable.

Because:

It is in agreement with HEU's mandate of zero tolerance for violence and harassment, and Because: bullying, sexual harassment abuse, and hatred continue to exist in our workplaces.

Employers are expected to take all available actions to provide safe workplaces and to combat the culture of silence that lets these types of abuse flourish.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 113

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

Subject: Domestic Violence

HEU Will:

Establish a domestic violence emergency relief fund to provide short term financial relief to Members who are personally impacted by and escaping from domestic and intimate partner violence. Members may apply for a one-time grant of \$1,000 to be used to offset the costs of securing safe housing, legal aid, safe transportation, medical expenses or any other emergency expenses incurred due to domestic violence. Funds can be used supplementary to any other assistance the member receives through government or community programs.

Because:

It is in agreement with HEU's mandate to combat systemic violence and oppression of women and other equity seeking groups that are disproportionately affected by domestic violence.

Although our collective agreement now provides for paid time off for those experiencing domestic violence, it does not adequately provide Members with the financial resources necessary to secure safe housing for themselves and their dependents.

HEU's Membership identifies as over 85% women, and roughly 29% of all women in Canada will experience assault from a domestic partner, it is an issue that will affect the majority of our Members.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 114

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

**Subject: Equity Standing Committee and
Provincial Executive Sub-Committee Meetings**

HEU Will:

Set in HEU's calendar year, four times a year (spring, summer, fall and winter) that the Equity Standing Committees and Provincial Executive Sub-Committees must meet independently to follow their terms strategic direction they have been elected to do. That those meetings are a minimum two days duration and it may be determined three days may be required and that Members attending those meetings be given 30 days' notice for their upcoming meeting book off from the employer to ensure greater participation and that the location for the meetings be determined by the Committees themselves.

Because:

These Members are doing work that is critical to our entire Membership and they need to know that HEU supports that work by providing set guidelines for when the Committees meet and duration Committees may want to have another meeting location in the province other than HEU provincial office, especially if the Committee wants to be part of an event that highlights the work that they're doing. The biggest barrier to participation on our Committees is having insufficient notice to book time off from the employer. Asking for 30 days' notice prior to a Committees meeting when they meet quarterly is a reasonable ask to guarantee Members participation.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 115

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

**Subject: Equity Standing Committees and
Provincial Executive Sub-Committees
Engagement**

HEU Will:

Provide for all Equity Standing Committees and Provincial Executive Sub-Committees to be present at all regional conferences and the Biennial Convention, by attendance of all available Member of each Equity Standing Committee and Provincial Executive Sub-Committee, and will be provided the time and/ or space necessary to convey Equity Standing Committee/Provincial Executive Sub-Committee information to the Membership via presentation and/ or informational booths; and to provide each Executive and Provincial Executive Sub-Committee a dedicated webpage and email address.

Because:

It is in agreement with HEU's mandate for Equity Standing Committees and Provincial Executive Sub-Committees to promote a broader discussion of issues important to the membership, provide relevant background information on such issues and undertake activities in their areas of work.

In order to accurately gauge issues important to the membership and achieve their goals effectively, ESC and PE Sub-Committees must be provided with the appropriate means to reach and engage with the membership on a wider scale and expand their visibility and scope.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 116

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

**Subject: Equity Standing Committees and
Provincial Executive Sub-Committees
Collaboration**

HEU Will:

Create a process that can be used when Executive and Provincial Executive Sub-Committees that when two or more of these groups want to present a proposal that would allow them to work jointly on issues that benefit our Members by working collaboratively , such joint proposals will be presented to the Provincial Executive at the annual budget meeting requesting for the coming year.

Because:

The HEU Policies and Procedures Manual does not currently include ways that the Equity Standing Committees can work jointly with each other or with the Provincial Executive Sub-Committees.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 117

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

Subject: Gender Neutral Washrooms at Union Events

HEU Will:

Ensure all washrooms are gender neutral at all Union events and Conventions, where possible; and provide an option to access single user washrooms for those who prefer additional privacy.

Because:

Providing inclusive facilities is essential for the dignity and comfort of all Members and gender neutral washrooms ensure accessibility for transgender and non-binary individuals. Women often have to wait longer to access washrooms, creating an inequity. Access to single user washrooms provides privacy and comfort for those who need it. Our union is over 80% women, highlighting the importance of equitable washroom access.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 118

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

Subject: Single Occupancy Accommodation at Union Events

HEU Will:

Provide single occupancy accommodation at all events, aligning with our commitment to gender diversity and inclusion.

Because:

Ensuring gender-inclusive and feminist spaces is essential for fostering diversity and inclusion within our union; and offering single occupancy accommodation acknowledges and respects diverse gender identities and ensures safety and comfort for all members.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 119

Submitted by the Prince George Local

Subject: Travel time Allotment

HEU Will:

Support healthy safe living of Members by allowing increase in travel time allotments between work and Union functions.

Because:

1. According to OSHA (Occupational Safety and Health Administration) in May 2024, a normal shift is 8 hours (which aligns with most HEU contracts) and requires at LEAST eight (8) hours of rest in order to be safe. Working a full day then travelling to venues, then finding eating options and settling far exceeds this time frame.
2. Working a full shift then expecting Members to travel to a venue away from their home environment (or the vice versa of travel from Union work all day then getting home) does require some extra time to get settled and situated to effectively relax in order to support healthy and safe lifestyle practices.
3. Having adequate rest and sleep supports full participation in Union functions. We need to support more than the minimum standards.
4. Expecting Members to return directly home and to work does not account for flight delays, traffic delays and settling upon return before they have to return to work, leaving them risk for not full attention and exhaustion which can be a safety risk not just to themselves but to colleagues as well.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 120

Submitted by the Provincial Executive

Subject: Convention Packages

HEU Will:

Ensure participants at Convention have the option to choose a digital information package rather than a paper binder.

Because:

HEU Conventions use hundreds of thousands of sheets of paper and there is a huge amount of waste associated with this.

By allowing the option of a digital delegate package we can cut down on this waste and financial cost.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 121

Submitted by the Provincial Executive

Subject: HEU Education for Allyship

HEU Will:

Provide educational opportunities for members to understand allyship and how to expand allyship amongst other equity-deserving groups.

Because:

Members need to better understand how to leverage their privilege to safely support and advocate for those who stand furthest from justice.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 122

Submitted by the Provincial Executive

Subject: Increasing HEU Education Bursaries

HEU Will:

- Review the bursary program to consider increasing the amounts offered to students and Members; and
- Review the application process for HEU members to ensure the process is clear and minimizes the time and effort required by applicants.

Because:

- Although tuition increases have been limited to 2% per year in B.C., it remains expensive to attend post-secondary institutions;
- Associated costs, such as books, housing and transportation have become increasingly expensive for students and their families; and
- HEU grants range from \$350 to \$1000 per student and involve a lengthy application process.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 123

Submitted by the Provincial Executive

Subject: Occupational Health and Safety

HEU Will:

Change the wording under Occupational Health and Safety Policies and Procedures from “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.”

To “HEU will advocate that all health care employers provide mandatory debriefing and follow up for all employees who have experienced or witnessed serious traumatic events in the workplace, within 24 hours.”

Because:

Creating a mandatory timeline to follow up on traumatic events can minimize the psychological injuries.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 124

Submitted by the Provincial Executive

Subject: Workshops for health and wellness for members outside of work

HEU Will:

Research, create tools and education pieces for members to utilize for the improvement of their health, wellness and quality of life outside of the workplace, for all members regardless of their employer or collective agreement.

Because:

Due to the barriers facing our members and the changing demographics of our membership, it would be beneficial to educate and promote health and wellness outside of their workplaces. This would help to foster better self-care and connections to their families and community.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 125

Submitted by the RJH Local

Subject: Convention Schedules

HEU Will:

Establish specific time allocation guidelines for different phases of Convention work (e.g., Resolutions, Amendments, etc). Entertainment shall not exceed 25% of the time during scheduled hours.

Because:

Time allocation helps prioritize important matters, ensuring critical issues like resolutions and amendments are addressed adequately. By capping entertainment at 25% of the scheduled hours, it ensures that the primary focus remains on Convention work rather than leisure activities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 126

Submitted by the Tri-Port Local

Subject: Wage and Benefit Transparency for Full Time Officers of HEU

HEU Will:

Make it available for all our HEU Members to have the wage and benefit information available upon request for full time officers.

Because:

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

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 127

Submitted by the UBC Local

Subject: Lieu Day

HEU Will:

Allow the Shop Stewards, Chief Shop Steward and OH&S steward to receive days in lieu when attending HEU business when on days off.

Because:

There are days that fall on Member's days off, yet they have to attend the union business and training. Granting lieu days will entice more Members to participate and be active and more involve in the Union.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 128

Submitted by the VGH Local

Subject: Provincial Executive Members as Dedicated Stewards

HEU Will:

Prohibit Members of the Provincial Executive from serving as Dedicated Shop Stewards at their local worksites.

Ensure that worksites are aware of this policy change and encourage the appointment and development of new Shop Stewards to fill these roles.

Provide training and mentorship programs to support new Shop Stewards in their roles and responsibilities.

Monitor the implementation of this policy to ensure that all worksites have adequate Shop Steward coverage and support.

Because:

Provincial Executive Members are often taken away from the worksite for days or weeks at a time, which can leave their worksites without adequate representation if Shop Steward positions are not backfilled.

Ensuring continuous representation and support for Union Members at the worksite is crucial for addressing immediate concerns and issues.

Provincial Executive Members are already prohibited from serving on Bargaining Committees or as Enhanced Disability Management Stewards to avoid conflicts of interest and ensure dedicated focus on their executive responsibilities.

Prohibiting Provincial Executive Members from serving as Dedicated Shop Stewards will create mentorship and advancement opportunities for other Union Members, fostering leadership development and succession planning within the Union.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 129

Submitted by the Victoria General Local

Subject: Domestic Violence Emergency Relief Fund

HEU Will:

Establish a Domestic Violence Emergency Relief Fund to provide short term financial relief to members who are personally impacted by, and escaping from domestic and intimate partner violence. Members may apply for a one time grant of \$1,000 to be used to offset the costs of securing safe housing, legal aid, safe transportation, medical expenses or any other emergency expenses incurred due to domestic violence. Funds can be used to supplement any other assistance the member receives through government or community programs.

Because:

Although our Collective Agreement now provides for paid time off for those experiencing domestic violence, it does not adequately provide members with the financial resources necessary to secure safe housing or themselves and their dependents.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 130

Submitted by the Victoria General Local

Subject: Enhanced Communication Channels

HEU Will:

Develop and implement digital communication platforms for better interactions between Local Executive and Members, including regular updates and feedback mechanisms.

Because:

Improved communication would facilitate better engagement and transparency within the union.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 131

Submitted by the Victoria General Local

Subject: Provincial Sub-Committees

HEU Will:

Provide for all Provincial Sub-Committees to be present at all HEU Regional Conferences and the Biennial Convention, by attendance of all available members of each Sub-Committee, and will be provided the time and/or space necessary to convey Sub-Committee information to the membership via presentation and/or informational booths; and to provide each Provincial Sub-Committee a dedicated webpage and email address.

Because:

It is in agreement with HEU's mandate for Sub-Committees to promote a broader discussion of issues important to the membership, provide relevant background information on such issues and undertake activities in their areas of work.

In order to accurately gauge issues important to the membership and achieve their goals effectively, Provincial Sub-Committees must be provided with the appropriate means to reach and engage with the membership on a wider scale and expand their visibility and scope.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 132

Submitted by the Victoria General Local

Subject: Recognition and Incentive for Active Participation

HEU Will:

Create a recognition and incentives program to encourage active participation in meetings and union activities, such as awards or small grants for local projects.

Because:

This would motivate members to become more involved in union activities and recognize their contributions.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 133

Submitted by the Victoria General Local

Subject: Simplify the delegate selection process

HEU Will:

Simplify the delegate selection process by introducing online voting or a hybrid selection process.

Because:

A streamlined process would make it easier for members to participate and for local executive to manage the selection process.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 134

Submitted by the Victoria General Local

Subject: Training and Resources for Local Executives

HEU Will:

Implement mandatory training programs for Local Executive on their roles, responsibilities , and best practices for managing local affairs.

Because:

Ensures Local Executive are well - prepared to handle their responsibilities effectively.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 135

Submitted by the WHR Lower Mainland Local

Subject: Diversity Vice-President

HEU Will:

Have elections for Diversity Vice-Presidents at the Equity Conference.

Because:

The Members will be better served electing their Diversity Vice-Presidents at the Equity Conference. There is more time to get to know who you are voting to represent your equity group. This leaves more time at Convention to do Resolutions and Constitutional Amendments.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 136

Submitted by the WHR Lower Mainland Local

Subject: Regional Vice-President

HEU Will:

Have elections for Regional Vice-Presidents at the Regional Meeting and be brought to Convention floor to be ratified.

Because:

The Members will be better served electing their Regional Vice-Presidents at their meetings. There is more time to get to know who you are voting to represent your region. Leaving more time at convention to do Resolutions and Constitutional Amendments.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 137

Submitted by the Young Workers Standing Committee

Subject: HEU Young Workers Engagement Strategy

HEU Will:

Develop and implement an HEU Young Workers engagement strategy to promote young workers' active participation in Union spaces and political action, including but not limited to:

1. Advocate and bargain for better compensation to ensure that young workers' wages keep pace with the rising cost of living due to inflation.
2. Advocate for inclusion of young workers in secure and stable employment, free from precarious conditions.
3. Create more resources to help Locals engage young workers, and a guide to provide suggested bylaw template language to create young workers committees, young worker education opportunities, young worker representatives, and young-worker-specific local funds in Locals.
4. Offer more educational and leadership training opportunities for young members such as a HEU Young Workers' Conference, and train more young workers to become union organizers, union representatives, campaign developers, government political leaders, and human rights advocates.
5. Create materials (video, courses, seminars) that explain the role of political action in the union in an educational, non-partisan fashion to educate members about the history of different governments'; effects on working people, for example, sector or general strikes, the notwithstanding clause, attacks on collective bargaining, etc.
6. Undertake more research on the scale of the engagement deficit with young members and the best ways to engage young members through an equity and intersectional lens.
7. Create materials about registering to vote, voting early, and planning to vote, and alternative outreach options such as peer

support connections and outreach campaigns to educate members who are first-time electors.

Because:

By establishing avenues for educating and engaging young workers, we can effectively sustain the momentum and progress of the labour movement's endeavors. Young workers bring fresh perspectives, energy, and innovative ideas that can revitalize union activities and campaigns. By demonstrating the value and relevance of union membership, we can foster a new generation of committed and active union members. This involvement is essential to address issues that uniquely impact young workers, such as job security, fair wages, and workplace rights. By demonstrating the importance of this work, engaging in grassroot organizing, and providing comprehensive labour education and history, we can ensure that the next generation of workers is prepared, motivated, and united in their efforts to uphold and advance workers' rights.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 138

Submitted by the Young Workers Standing Committee

Subject: Per Diems

HEU Will:

- Give our members the option to opt-in for Interac e-transfers to receive their per diems when attending union education, workshops, Conventions, Equity Conferences, and any other union event where per diems are offered.
- Make every possible effort to ensure members can fully participate in union events, even if they face financial constraints while waiting for their per diems to be processed via cheque. This will be done as follows:
- Members who submit their expense vouchers ahead of time will receive their applicable per diems on the morning of the first day of the union event.
- Members who submit their expense vouchers after the last day of a union event will have the option to receive their per diems via e-transfer, if requested and reasonably accommodated. This includes the ability to add unexpected expenses, such as parking receipts and other miscellaneous costs.

Because:

Even with direct deposit available on most mobile banking apps, some banks will hold access to funds from cheques as unavailable until it is processed and cleared, which can sometimes take a week to process.

Some members of our union struggle with food instability, in which they are often unable to feel able to participate in union spaces because they have to wait for a cheque to clear before they can eat.

Some union events don't offer catered lunches, and leave it open for members to go out for lunch, but even with the "affordable" option, members can struggle with food instability, and may not have enough money to eat out.

The union already has our email on the application forms for each event, this information should be used to serve the members in this economic climate by meeting members where they're at, and at least giving it as an option.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Housing

Resolution 139

Submitted by the Burnaby Local

Subject: Affordable Housing

HEU Will:

Lobby the federal and provincial government to build more affordable and safe rental housing and to have rental assistance gross income cap raised to reflect increasing rental rate

Because:

- In many communities, the cost of rent is the majority of the families income; and
- In many cases, this is putting Members closer to the poverty line.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 140

Submitted by the Lions Gate Local

Subject: Homeless Crisis

HEU Will:

Lobby all levels of government to address homelessness in the DTES.

Because:

These are our people and we need to help them. They are the most vulnerable amongst us. The long term affects on our health care system will be damaging to us all.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 141

Submitted by the Lions Gate Local

Subject: Housing Crisis

HEU Will:

Lobby federal, provincial, and municipal governments to ensure there is affordable, below-market, safe rental housing available for our Members.

Because:

In most communities our members are struggling to find a sustainable place to live that is affordable. More than 60% of our members' wages go to housing.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 142

Submitted by the Menno Home Local

Subject: Affordable Housing and the RTA

HEU Will:

Lobby the provincial government to amend the Residential Tenancy Act (SBC 2002) Chapter 78, Part 4, Division 1, Sections 46 to 49.2 to require delayed eviction dates on Landlord's Notices and Orders of Eviction served in winter months.

Because:

It is in agreement with HEU's Policies and Procedures resolution to support the creation of accessible, affordable, quality, safe, environmentally healthy housing initiatives;

It is in agreement with HEU's Policies and Procedures resolution to lobby all levels of government to immediately address the climate crisis; to invest in public health and community social services required to support communities impacted by the devastation of the climate crisis; to support and invest in building communities' climate preparedness and adaptive capacity strategies;

It is in agreement with the 2023-2028 HEU Strategic Directions guidelines to identify and address the impact of housing insecurity on HEU Members and work towards affordable, accessible and sustainable housing;

Climate change is escalating the environmental dangers of extreme climate events and exposure to the unhoused;

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

Housing affordability disproportionately affects equity seeking groups.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 143

Submitted by the Menno Home Local

Subject: Affordable Housing and the RTA

HEU Will:

Lobby the provincial government to amend the Residential Tenancy Act (SBC 2002) Chapter 78, Part 3, Sections 40 to 43.1 to place restrictions on increases to house and strata insurance.

Because:

It is in agreement with HEU's Policies and Procedures resolution to support the creation of accessible, affordable, quality, safe, environmentally healthy housing initiatives;

It is in agreement with the 2023-2028 HEU Strategic Directions guidelines to identify and address the impact of housing insecurity on HEU Members and to work towards affordable, accessible and sustainable housing for all;

Housing affordability must take into consideration the escalating costs of necessary health and safety protections such as home owners and rental insurance;

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

Housing affordability disproportionately affects equity seeking groups.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 144

Submitted by the Provincial Executive

Subject: HEU support for enhancing B.C. renter protections

HEU Will:

Lobby the provincial government to:

1. Make changes to the Residential Tenancy Branch (the RTB) to extend the timeframe in which tenants need to vacate a home following the loss of an appeal;
2. Require the collection of and transparency in sharing data related to evictions in British Columbia;
3. Put caps on the amount of rent that can be increased between tenancies;
4. Increase the funding amount allocated to the Rental Protection Fund; and
5. Require all municipalities adopt renter protections similar to those found in the City of Vancouver's original 2022 Broadway Plan that ensures if an existing building is being replaced with a new rental building or is undergoing a major renovation that requires tenants to move out, tenants are eligible for some or all of the following protections:
 - i. Option to come back to a unit that is an appropriate size for their household and is at the same rent they are currently paying or a 20% discount to citywide average rents, whichever is lower;
 - ii. Option of a monetary rent top-up to avoid paying more in rent while tenants wait to come back to the new building;
 - iii. Financial compensation of between four to 24 months' rent based on how long a tenant has lived in their rental home, if they choose not to return to a unit;
 - iv. Payment of moving expenses at a flat rate depending on the current unit's size;
 - v. Help finding a new rental home that meets tenants needs; and
 - vi. Additional financial compensation and assistance, if tenants have a low income or face other barriers to housing.

Because:

Rental increases are tied to tenancies, not to units, this incentivizes evictions in order to increase revenues from monthly rents.

No-fault evictions are being utilized to evict tenants and subsequently increase rents.

According to the Rental Protection Fund webpage, BC has lost nearly 100,000 units renting below \$1,000 per month between 2016 and 2021, and this trend is continuing to worsen.

The Government of British Columbia doesn't collect or release data on evictions, only on disputes, which leaves considerable gaps in the public's understanding of the size and scope of evictions.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 145

Submitted by the Provincial Executive

Subject: HEU support for expanding lower-income and workforce housing supply in B.C.

HEU Will:

1. Lobby the provincial government to work with municipalities to incentivize the building of at least 25,000 units of non-market housing a year;
2. Lobby all levels of government to provide more funding for co-op housing in B.C. that:
 - i. increases the number of new co-op units by either constructing new co-ops or by adding more units to existing co-ops through redevelopment; and
 - ii. make use of any new co-op units constructed as swing housing stock when redeveloping co-ops to ensure existing co-op tenants are not displaced.
3. Advocate for the creation of a workforce housing working group, comprised of employers, government and health care unions to explore options for creating workforce housing for health care workers.
4. Lobby the provincial government to require all market developments allocate between 25 to 50 per cent of their total units as below-market value units.
5. Support housing for Indigenous People by calling on all levels of government to work together to co-fund and implement the Aboriginal Housing Management Association's (AHMA) 13 strategies that include:
 - i. developing Indigenous housing and support Indigenous home ownership;
 - ii. increasing supports to strengthen Indigenous housing providers and expertise;
 - iii. providing rent and affordable housing supports for Indigenous households;
 - iv. creating safe and supportive housing environments that embed culturally-appropriate services and cultural recognition, address barriers to housing faced by Indigenous people and modernize

regulations governing Indigenous social housing; and

- v. establishing a new fund as part of the National Housing Strategy for housing for Indigenous people living in urban, rural, remote, and northern settings.

Because:

We have a staffing crisis in health care that is inextricably tied to the high cost of living in this province, of which the cost housing is a core component;

Another core contributing factor to the housing crisis is the lack of housing stock;

Co-op housing provides an affordable option between renting or owning a home in B.C.;

Indigenous People disproportionately experience housing insecurity and homelessness; and

Some employers, including the University of British Columbia and Simon Fraser University, have created workforce housing as a way to offer more affordable housing for staff.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 146

Submitted by the Provincial Executive

Subject: HEU supports members in accessing or maintaining affordable housing

HEU Will:

Work directly with agencies that provides housing subsidies such as rent, damage deposits, hydro, moving expenses, etc. to connect to members who are experiencing housing challenges.

Because:

One in five HEU members polled by the union in October 2023 say they have lost their home or have become housing insecure in the last five years; and

Seven in ten HEU members polled by the union in October 2023 say they are concerned they will not be able to afford housing in the next two years.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 147

Submitted by the RJH Local

Subject: Housing availability

HEU Will:

Lobby the Provincial Government so companies, corporation's or any business institutions cannot own public real estate or housing.

Because:

Corporations and investors often buy properties as speculative investments, holding them to sell at a higher price later. This practice can drive up housing prices and reduce the availability of affordable housing. By keeping public real estate and housing in public hands, the government can prevent such speculation. Banning private ownership from institutions of public real estate and housing during a housing crisis helps ensure that these assets serve their intended purpose of providing affordable, stable, and quality housing to those in need, while also supporting broader social and economic stability.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 148

Submitted by the RJH Local

Subject: Housing Availability

HEU Will:

Lobby the Provincial Government to limit the amount of real estate a private citizen can own to nine (9) properties.

Because:

Limiting the number of properties a private citizen can own prevents the concentration of housing stock in the hands of a few individuals. This can help increase the availability of housing for others, potentially easing the supply constraints contributing to the housing crisis. When fewer properties are held by individuals as investment assets, more homes remain available for purchase by first-time buyers and families looking for primary residences. This can make home ownership more accessible and affordable for a broader segment of the population. Large-scale property ownership by individuals can distort the real estate market, leading to inflated property values and rents. Limiting ownership can help create a more balanced and equitable market. High concentrations of property ownership by a few individuals can destabilise communities, as these owners may be less invested in the long-term health and stability of the neighbourhoods. Limiting ownership can encourage more diverse and stable communities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 149

Submitted by the Surrey Local

Subject: Affordable Housing

HEU Will:

Lobby the government for more affordable housing.

Because:

- Housing is a basic human right;
- There is a lack of affordable housing; and
- The cost of housing for B.C. residents is too high.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 150

Submitted by the Young Workers Standing Committee

Subject: Housing

HEU Will:

- Start an affordable housing campaign to address the housing crisis that has worsened in the recent years;
- Purchase a property development for a housing project within the next ten years, to provide long-term and short-term housing resources for the HEU members;
- Lobby local and federal governments to help cover the cost of the project;
- Consult HEU Equity Committees, HEU Housing Working Group and HEU Environment Sub-Committee for an inclusive, equitable and environmentally friendly housing project;
- Offer the housing units to dues-paying members who are at high risk of houselessness first, and then, prioritize housing for dues-paying members who do not own property and are paying more than 30% of their household income in rent; and
- Develop one housing initiative for every five regions indicated below and expand the housing initiatives if necessary for any region.
 1. Vancouver Coastal Region,
 2. Vancouver Island Region,
 3. Interior Region,
 4. Fraser Region,
 5. Northern Region.

Because:

- “It is declared to be the housing policy of the Government of Canada to (a) recognize that the right to adequate housing is a fundamental human right affirmed in international law; (b) recognize that housing is essential to the inherent dignity and well-being of the person and to building sustainable and inclusive communities (National Housing Strategy Act, 2019; 313).”;
- HEU should take the lead on a housing security campaign for health care workers as

one of the oldest and largest health care union in the region like BCGEU Affordable BC Campaign;

- Homeownership is not guaranteed to every HEU member, and disproportionately impacts racialized, disabled, Indigenous, women, gender diverse, 2SLGBTQIA+, young and retired HEU workers; and
- This initiative will improve provincial health care system by providing adequate housing for members and prevent the persistent problem of staffing shortages due to affordability.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Education

Resolution 151

Submitted by the Chilliwack Amalgamated Local

Subject: Career Counselling Course

HEU Will:

Create a Career Counselling Course via the HEU education department and offer this resource to Members for the purpose of the Member's advancement within the departments they work in, or within their employer's organizations.

Because:

Workers who have immigrated from other countries are bringing with them their education and experience but have a difficult time bringing it all together so are not proceeding in the application process and thereby are missing opportunities for which they are qualified for.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 152

Submitted by the Ethnic Diversity Standing Committee

Subject: Education for HEU Members representing workers at the Bargaining Committee Tables.

HEU Will:

Provide education by designing a workshop for Members before the commencement of Bargaining Conferences. The workshop will focus on bargaining anti-racist, anti-colonial, and inclusive language into Collective Agreements.

Because:

To ensure that HEU representatives are well-equipped to negotiate in a manner that is equitable and just, it is essential that they receive education and training focused on inclusive language, anti-racist, and anti-oppressive perspectives before participating in bargaining. This training serves several critical purposes.

Education on inclusive language and anti-oppressive practices ensures that our bargaining representatives are sensitive to and supportive of all workers' diverse backgrounds and experiences. This understanding helps advocate for policies promoting workplace equity and fairness.

Training on anti-racist perspectives allows representatives to recognize and address systemic inequities within the workplace or in proposed bargaining agreements. By understanding these issues, representatives can work to dismantle barriers and create more equitable conditions for all Members.

Using inclusive language and adopting an anti-oppressive framework ensures that all workers feel seen, heard, and valued. This fosters a more inclusive environment where the voices of marginalized and underrepresented groups are amplified and considered in the decision-making process.

Education in these areas promotes solidarity among Union Members by fostering a culture of mutual respect and understanding. This unity is critical during negotiations, as a united front will likely achieve favourable outcomes for all Members.

Representatives trained in inclusive, anti-racist, and anti-oppressive practices are better positioned to advocate for comprehensive agreements that address the needs of all workers, particularly those from historically marginalized groups. This leads to more equitable and just outcomes, improving the work environment.

Providing this education empowers our Members to actively promote equity and justice within the union and at the bargaining table. This empowerment enhances their confidence and strengthens their commitment to creating a fair and inclusive workplace for everyone.

Mandatory workshops and educational programs focusing on inclusive language, anti-racist, and anti-oppressive perspectives must ensure our bargaining representatives are well-prepared to advocate for equitable and just outcomes. This amendment represents a commitment to fostering a more inclusive, fair, and respectful Union culture, ultimately benefiting all Members.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 153

Submitted by the Fleetwood Local

Subject: Education of HEU Members

HEU Will:

Provide education to the Chairperson and Secretary-Treasurer regardless how many years of experience they have.

Because:

They need to be upgraded so they can serve better and have a more effective committee.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Miscellaneous

Resolution 154

Submitted by the Victoria General Local

Subject: Bill C-223

HEU Will:

Support NDP Members of Parliament such as the sponsor of Bill C-223, the Honorable Member for Winnipeg Centre, Leah Gazan.

HEU will write to other MLAs And MPs (letting them know what the people want, and demanding their elected representatives stand for this bill) indicating HEU's support for Bill C-223.

Because:

Times are tough for everyone , I strongly believe that no one, under any circumstance , should have to struggle to pay for necessities. People often choose between bills and groceries, medication, etc.

HEU can and should be champions for Bill C-223. It will bring more equity to Canadians and the working class.

If HEU brings their passion and activism to this bill it has a better chance of not dying before it reaches the public.

By supporting Bill C-223, the thousands of empowered activist voices within HEU can bring radical changes to Canadians.

With better quality of life, HEU employees can bring better quality to our work.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

**Refer to Constitutional Amendments
Committee**

Resolution 155

Submitted by the Bakerview Local

Subject: Death and Benefits By-Laws

HEU Will:

Propose Resolutions, Constitutional Amendments regarding Death and Benefits laws under Article 23.

Because:

The benefits of the Member should increase to more than \$2,500 CPP death because of high cost of living and inflation rate.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 156

Submitted by the Blenheim Local

Subject: ARTICLE 9 SECTION A (2) LOCAL REPRESENTATION-

HEU Will:

(50) Facilities Members to less - one (1) delegate,
(51) Facilities Members up to (100) - two (2) delegates.

Because:

Locals with lower Members need to be involved and to be aware on what is going on regarding the bargaining preparation. Having two Members in small local can have more opportunity to exchange knowledge to share and educated others Members.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 157

Submitted by the Blenheim Local

**Subject: ARTICLES 2 SECTION B - LOCAL
REBATES**

HEU Will:

Local rebate will increase 5% on top of monthly
rebate.

Because:

Given the cost of a Local's expenses, Local
rebates are not enough. If a Local wants to have a
project such as in-house education, or if they need
to send more Members to a Conference or
Convention, a small Local can't afford it. In my
Local, we can't afford an honorarium for the
Executive.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 158

Submitted by the Blenheim Local

**Subject: Articles 5 Section C - LOCAL
REPRESENTATION**

HEU Will:

ADD ONE (1) more Delegate for lower local
members.
Fifty (50) members or less - 2 Delegates to 3
Delegates.

Because:

Locals with fewer Members should have
opportunity to be involved and experience what is
happening inside convention. Having a positive
and more Local involvement could benefit our
future Union Members being united to meet our
goals.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 159

Submitted by the Blenheim Local

Subject: Local Executive Election

HEU Will:

The Local executive Election should be held every two (2) years instead of yearly.

Because:

We find one year is a short time to learn the role position elected. Giving enough time to apply the experience can build individual's confidence on how to manage stress and deal with issues and have transition time of both parties.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence

Resolution 160

Submitted by the St. Vincent's Local

Subject: Constitutional Amendment Proposal for Union Leave Compensation for Dual Unionized Facilities' Lost Wages

HEU Will:

Compensate for lost wages not only at one Unionized site but also at the other part-time position with the second Unionized employer.

Because:

Members attending Union workshops or any Union business should have access to Union leave, which will compensate for any lost wages incurred during their absence from work. This provision specifically applies to Members who are employed in two Unionized facilities. This amendment aims to ensure that Union Members are not financially disadvantaged when participating in workshops or training sessions that contribute to their professional development and benefit the Union as a whole. This support encourages active engagement and participation in union activities, ultimately strengthening the Union's workforce and capabilities.

COMMITTEE

☐ Concurrence ☐ Non-Concurrence

CONVENTION

☐ Concurrence ☐ Non-Concurrence