**Resolution #5:** Strengthening the Case for a Unified Collective Agreement for Equity and Solidarity in BC Healthcare

**HEU Will:**

* Advocate for the creation of a unified master collective agreement that establishes baseline provisions for all HEU members across sectors and facilities in British Columbia.
* Ensure this master agreement serves as the foundational framework, with sector-specific agreements supplementing, but not deviating from, its core principles.

**Because:**

* **Equity Across All Sectors:** Similar to the BCGEU Master Agreement, a unified HEU agreement would ensure consistent protections, wages, and benefits for all members, reducing discrepancies and fostering fairness.
* **Clarity and Simplification:** A master agreement simplifies the interpretation and enforcement of collective bargaining provisions, reducing confusion and disputes. This ensures members across facilities and regions can rely on a clear and consistent standard.
* **Efficiency in Bargaining:** Negotiating a master agreement allows the union to leverage collective strength and streamline bargaining processes, focusing energy and resources on improving key provisions.
* **Unified Member Representation:** Just as the BCGEU Master Agreement unites members across diverse sectors, a unified HEU agreement would enhance solidarity, ensuring that no member or group is left behind due to fragmented agreements.
* **Enhanced Bargaining Power:** Consolidating agreements strengthens the union's ability to negotiate with employers and governments, leading to better outcomes for all members.
* **Adaptability for Local Needs:** While the master agreement serves as a baseline, local and sectoral agreements can still address unique operational needs, ensuring flexibility without compromising overall equity.
* **Increased Transparency and Accountability:** A single agreement reduces opportunities for employers to exploit inconsistencies, ensuring all members are treated fairly and in alignment with union values.

This resolution reflects the successes demonstrated by BCGEU’s Master Agreement and adapts them to meet the specific needs of HEU members. By supporting this initiative, HEU can ensure that fairness, transparency, and solidarity remain central to its mission, benefiting every member regardless of where they work.