**Resolution #2**

**Subject:** Transparency in Salary Disclosure: HEU President, Financial Secretary and Secretary-Business Manager

**HEU Will:**

1. **Mandate the Publication of Leadership Compensation:**

Require the HEU President, Financial Secretary and Secretary-Business Manager to publish their annual salaries, bonuses, stipends, and all other forms of compensation, including taxable benefits and allowances, covering the fiscal years 2021 through 2025.

1. **Establish an Annual Disclosure Policy:**

Implement a policy requiring the publication of annual financial disclosures detailing the compensation of all senior HEU leadership members, starting with the 2026 fiscal year and beyond.

1. **Create a Transparent Reporting Platform:**

Ensure these financial disclosures are published on the HEU website, accessible to all union members, and updated annually.

**Because:**

1. **Membership Right to Know:**

HEU members fund leadership salaries through dues. Transparency ensures accountability and builds trust in union leadership.

1. **Public Sector Precedent:**

Provincial health authorities already disclose the salaries of all employees earning over $75,000 annually, including union, non-union staff, and the CEO. Since HEU leadership is indirectly funded by the same public resources, adopting this transparency standard for all its employees would demonstrate accountability and alignment with established public sector practices.

1. **Combat Corruption and Political Influence:**

Transparency mitigates potential corruption and undue political influence by making leadership compensation public knowledge.

1. **Encourage Leadership Participation:**

Publicizing compensation will raise awareness of leadership opportunities, potentially increasing member engagement and participation in union leadership elections.

1. **Strengthen Union Solidarity:**

Transparency fosters trust, solidarity, and equitable governance, ensuring that all union members feel represented and confident in union operations.