**Proposed Resolution #3**

**Subject:** Task Force on Wage and Benefit Equity for Community Sector Workers

**HEU Will:**

Lobby the provincial government to establish a Task Force focused on achieving wage and benefit equity for HEU members in the Community Sector. This Task Force will identify systemic barriers preventing parity with the Facilities Sector and propose specific legislative, policy, and funding recommendations to close the wage and benefit gaps.

**Because:**

Community Sector workers in HEU provide essential health and social services, yet they receive significantly lower wages and benefits compared to their counterparts in the Facilities Sector due to membership imbalances that influence bargaining power.

The disparity in wages and benefits creates financial insecurity and high turnover, which affects service continuity and quality of care. This inequity disproportionately impacts vulnerable communities reliant on Community Sector services.

Despite previous bargaining efforts, the wage and benefit gap remains unresolved due to limited bargaining leverage. Addressing this issue requires government intervention beyond the scope of traditional collective bargaining processes.

The Task Force will work collaboratively with unions, employers, and government representatives to recommend solutions such as wage leveling, benefit standardization, and funding increases for Community Sector contracts.

By establishing this Task Force, the provincial government will demonstrate its commitment to ensuring equal pay for equal work, fair treatment of all HEU members, and enhanced service quality for the public.

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