**Resolution #1**

**Subject: Enforcing Rigorous Transparency and Accountability in Salary Disclosure for Compensation Over $75,000**

**Objective:**
To ensure full transparency and accountability within the HEU by mandating the public disclosure of all compensation and benefits paid to HEU staff and elected Provincial Executive members earning over $75,000 annually. This aligns with transparency standards across the public sector—under which the HEU membership itself falls—and upholds the members' right to know how their union dues are being used.

If HEU members can access the salary information of their managers, directors, and executive leadership within health authorities, there is no justification for withholding the salaries of individuals whose wages and benefits are funded directly by union dues.

**HEU Will:**

**Mandate Immediate Publication of Executive Salaries:**
Disclose the complete compensation packages of the Secretary-Business Manager and the President, including base salary, bonuses, stipends, taxable benefits, allowances, and all other forms of remuneration, to all HEU members.

**Require Comprehensive Disclosure of Staff Salaries:**
Publish the salaries of all HEU staff and elected Provincial Executive members earning $75,000 or more annually on the internal member site. This disclosure must include names, annual salaries, bonuses, stipends, taxable benefits, allowances, and any additional compensation.

**Ensure Unrestricted Accessibility for All Members:**
Guarantee that every HEU member has immediate access to these salary disclosures, acknowledging that their dues fund these positions.

**Strictly Align with Public Sector Transparency Standards:**
Adopt practices consistent with provincial health authorities, which disclose the salaries of all employees earning over $75,000 annually, including both unionized and non-unionized staff, and executives such as CEOs.

**Because:**

**Members' Absolute Right to Financial Transparency:**
HEU members’ dues finance these salaries. Members have an unequivocal right to know how their money is being allocated—especially when such transparency is the standard across all publicly funded sectors.

**Established Public Sector Precedent:**
Provincial health authorities are mandated to publish salary information for transparency and accountability. HEU, representing workers in the same system, must adhere to the same level of openness.

**Ensuring Fairness and Equity:**
Many HEU members earning over $75,000 have their wages disclosed publicly. It is only fair that HEU staff and executive compensation—funded by those very members—be disclosed as well.

**Strengthening Member Trust and Engagement:**
Transparency fosters trust, confidence, and solidarity, ensuring members feel their contributions are respected and responsibly managed.

**Preventing Corruption and Political Influence:**
Public salary disclosure deters misuse of funds, mitigates undue influence, and supports strong governance and ethical leadership.

**Encouraging Leadership Awareness and Participation:**
When compensation is transparent, members are better informed about leadership roles, which supports engagement and participation in union elections and governance.

**Implementation Steps:**

**Immediate Disclosure of Executive Compensation:**
Within 30 days, publish the complete compensation details of the Secretary-Business Manager and the President on the internal member site.

**Comprehensive Staff Salary Publication:**
Within 60 days, compile and publish the salaries of all HEU staff and elected Provincial Executive members earning $75,000 or more annually, including all forms of remuneration.

**Develop an Accessible Online Portal:**
Create a secure, user-friendly portal on the internal member site where all salary and compensation information can be easily accessed by members.

**Align Policies with Public Sector Standards:**
Review and revise HEU’s internal policies to align fully with the compensation transparency practices required of provincial health authorities.

**Educate Members on Financial Transparency:**
Host informational sessions and provide resources to educate members on the importance of salary transparency and how to interpret the disclosed financial data.

**Conclusion:**

By implementing this resolution, HEU will demonstrate its commitment to transparency, fairness, and accountability. This initiative empowers members with the knowledge of how their dues are spent, aligns HEU with the public sector standards under which its members work, and builds a stronger, more informed, and engaged union.