



CONVENTION

Resolution
Quick Facts

Types of resolutions: what can you propose?

Resolutions should focus on significant issues that align with the union's broader goals and objectives. They are not meant to address minor or administrative matters, but rather to tackle important topics that impact the union's mission and its members on a larger scale.

There are three main types of resolutions:

1. Constitutional Resolution:

A suggestion to change wording of the constitution.

2. Policy Resolution:

Suggestions to amend a policy, add a new policy, or set a policy direction

3. Position Statement Resolution:

Suggestion to take, or change, a position on a particular issue.

Note: These are quick tips. Watch the Resolutions Video Series for more details.

Resolution criteria

A resolution must:

- Be **150 words or less** for policy matters (excluding rationale).
- Be **submitted by a group** of members (2 or more), a Local Unit or the Board of Directors
- **Focus on a single subject**
- **Include possible financial implications.**
- Be **an affirmative proposition** (not written in the negative).
- **Include the article(s), section(s) and exact wording** for any proposed amendments that will affect the Constitution.

A resolution must not:

- **Impose on bargaining.**
- **Be detrimental to the best interests of the union.**
- **Contain private or confidential information.**
- **Propose actions beyond the organization's scope** (eg. changing provincial/federal law or dictating employer actions).
- **Contain a bundle of opinions**, as some may be in favour of some of the clauses and against others.
- **Be written in the negative.**
- **Be submitted by a single individual.**

10 tips for writing a resolution:

1. Use clear, direct language.

Keep it simple and avoid confusing terms.

2. Be brief.

Focus on your core message.

3. Focus on one issue.

A resolution should address a single issue or action.

4. Use actionable language

The statement should be clear and action-oriented.

5. Be realistic.

Ensure the resolution is achievable.

6. Use positive framing.

Focus on solutions, not problems.

8. Align with HSAA goals.

Does the resolution support the current strategic plan, HSAA goals, or position statements?

9. Gather support.

Resolutions backed by multiple members strengthen the impact of the resolution.

10. Meet the criteria.

Ensure your resolution meets the criteria listed above.

Structure of a resolution:

Clear Direction or Action

HSAA will

Rationale

...because
 (...and because)
 (...and because)
 (...and because)

Resolution Examples

Please note that the resolution examples provided in this document are for illustrative purposes only. They are not intended to represent realistic or practical proposals, but rather to demonstrate the structure and format of resolutions. Resolutions submitted by delegates should be focused on significant issues that align with the union's broader goals and objects. They should also be realistic, achievable, and focused on practical solutions.

Example 1

Effective Resolution

12 words

HSAA will sound an alarm bell every three minutes during convention debate

because it helps maintain focus and discipline in discussions;

and because it signals the need for participants to wrap up their points;

and because it ensures a fair and organized flow of the debate.

1. The HSAA clause is the direction or action, and the following three "because" clauses are rationale.
2. In the example above, the resolution is 12 words as anything after because is considered rationale.

Example 2

Ineffective Resolution

HSAA will hire a team of professional chefs to cook 5-course menus at all meetings and will ensure that all attendees needs are met throughout the event.

Why it doesn't work:

1. **Multiple Subjects:** This resolution combines two separate actions, hiring chefs and meeting the needs of attendees. Delegates may support one but not the other.
2. **Broad and unclear:** While the idea of hiring chefs is straightforward, the proposal for ensuring all attendees needs are met is unclear and it is difficult to understand how it adds value.
3. **Does not include all necessary elements:** there is no "because..." clause to introduce any rationale.

Instead, try:

HSAA will hire a team of chefs to cook meals at all meetings;
because providing high-quality meals creates a more enjoyable atmosphere;
and because offering personalized dining experiences will encourage greater participation and interaction among members.

This focuses on one idea.

Example 3

Ineffective Resolution

HSAA will not use the chairs provided by the convention hall
because attendees don't like them.

Why it doesn't work:

Negative Proposition: It's written in the negative ("will not use"), and does not provide a solution, making it harder to implement effectively.

Instead, try:

HSAA will use stools as seating at convention
because regular chairs are too comfortable, which leads to participants napping during discussions.

This is written in the affirmative, and offers a solution.

Example 4

Ineffective Resolution

HSAA will direct the provincial government to increase daylight savings time by a two-hour time difference
because healthcare workers want more daylight hours.

Why it doesn't work:

Beyond the Organization's Scope: This resolution asks HSAA to direct actions outside its authority. HSAA can't make decisions for the provincial government.

Instead, try:

HSAA will lobby the provincial government to increase daylight savings time by a two-hour time difference
because healthcare workers want more daylight hours.

This focuses on advocating for the issue instead of directing it, which is something within HSAA's control.

Example 5

Ineffective Resolution

HSAA will allocate funding to repaint the walls of the HSAA office every six months, ensuring a dynamic and ever-changing environment that reflects the evolving energy of the organization. Each biannual refresh will feature a new color scheme, carefully chosen to foster creativity, engagement, and a positive atmosphere for all members. The color selection will be determined through input from staff and members, allowing everyone to have a voice in shaping the office space. In addition to the main colors, accent walls will be used to add variety and create distinct areas for different types of work, including brainstorming zones, quiet spaces, and meeting areas. The project will be carried out by local artists to both support the community and provide a unique, high-quality finish. Updates on the changes will be communicated through emails and posters, ensuring that all members are aware of the new colors and encouraged to embrace the refreshed atmosphere.

Why it doesn't work:

Exceeds the 150-Word Limit: The resolution exceeds the 150-word limit, making it non-compliant with the resolution criteria.

Too Detailed: The level of detail about how the HSAA office will be painted is unnecessary, cumbersome, confusing, and not realistic.

Example 6

Effective Resolution

HSAA will set up a petting zoo in the back of the convention hall
because spending time with animals has been shown to reduce stress and improve focus;
and because it will add a light-hearted and fun element to the proceedings.

Clear: The action is specific: to set up a petting zoo in the back of the convention hall. The rationale explains why it's a good idea without over complicating things.

Actionable: The request provides an actionable direction.

Affirmative: It's clearly stated in the affirmative with a positive action: "HSAA will set up..."