



2025 CMET Frequently Asked Questions

Program Overview

HSA's Core Member Engagement Team is an intensive member program that supports the skills and leadership development of HSA members working towards a stronger union. The program combines training in organizing, team building, on-the-ground mobilizing, and strategic decision-making to prepare union activists to work together on solutions to the challenges facing our union members in their workplaces and their communities.

The team is made of members recruited through an open application process. The program begins with a multi-day training, orientation and team-building workshop. The training will be followed by a multi-week period to review the information and work on an independent or small group project. While participants are expected to contribute some voluntary time to the program, for the final two weeks members will take union leave from their jobs and will have their wages paid by the union.

If you would like to learn more about the CMET program before applying for this opportunity, two one-hour online information sessions will be held on Tuesday May 6, 2025 from noon to 1pm and 6:30-7:30pm PT. Please sign up for these information sessions on our website.

The deadline to submit your application is Sunday, May 11 at 11:59 PM PST. [Click here](#) to submit your application online.

Core Program Components

The Core Member Engagement Team is focused on training, teamwork, and outreach.

Key components of the program include:

- An initial multi-day organizing training, orientation, and team building workshop;
- A multi-week period for review and independent/small group work;
- A two-week long intensive full-time period of leave paid by your union at your current wage rate;
- Ongoing education, team check-ins, and one-on-one support from HSA staff organizers; and
- On-the-ground member mobilization focused on learning foundational organizing skills.

Each member engager will work with steward teams in their region to develop a member engagement plan to share information learned during the program. Engagement events and activities can include individual conversations, presentations at chapter meetings, and worksite walkabouts.

By the end of the program, member engagers will have experience translating provincial goals into local actions and understand techniques to build solidarity across difference. They will be able to assess issues that diminish solidarity, identify possible ways to address the issue, and build support for solutions – skills that apply beyond the workplace and union activism.

What will Core Member Engagers do?

Core Member Engagers will:

- Learn about our government structures, the economy, the labour movement, and the role of unions in increasing equity;
- Undergo intensive organizing and mobilizing training;
- Work with experienced staff organizers who will support outreach and campaign efforts;
- Engage with other HSA members, activists, and stewards to help make your union stronger;
- Participate in regular team meetings and check-ins;
- Work with stewards and worksite leaders to plan and hold member engagement events and activities; and
- Set collaborative goals and track progress.

Who should apply?

Core Member Engagers should:

- Be deeply committed to collectively building a stronger, and more participatory union;
- Have an interest in and previous experience with outreach and engagement, with getting others to take action on an issue or campaign, either within HSA or another organization;
- Have a demonstrated commitment to anti-oppression, cultural humility and decolonization;
- Be comfortable holding conversations with members and activists they may not have met before; and
- Be available for the full duration of the program this fall.

Examples of engagement work could include:

- Growing and training a list of active volunteers for a sports team;
- Striking up conversations with your neighbours and moving them to action on a community issue;

- Working with members of your faith community to provide services to your unhoused neighbours; or
- Listening to your colleagues and advancing their concerns in your workplace.

What does the application process look like?

The deadline for applications is Sunday, May 11 at 11:59 PM PST. From there, applications will be reviewed and short-listed, and a selection committee will conduct interviews. All applicants will be notified by late June if they have been approved for the program.

What is the time commitment?

Full-time availability for the training and leave weeks are important to the success of campaign activities and leadership development and strongly preferred for participation in the program. Accommodation may be made for participation with reduced or part-time hours.

What kind of training and support can I expect?

A multi-day training and team orientation will take place the week of September 8, 2025 close to the HSA office in New Westminster. The team will learn important outreach and engagement skills and techniques from experienced HSA staff and other labour activists.

Core Member Engagers will meet as a group at the beginning and end of each week for informational briefings and progress updates. The team may also participate in webinars and other learning opportunities for continued education.

What are the key 2025 dates?

April 14: Application period opens

May 6: Virtual Information Sessions at noon and 6:30 pm via Zoom

May 11: Application period closes at 11:59pm

Late May/Early June: Applications will be evaluated and a selection committee including a member of the HSA Board of Directors, Member Engagement Team graduate and HSA Organizer will conduct interviews.

Late June: Successful applicants will be notified

Week of September 8: Multi-day team training, orientation, and team building

Late October/early November: Two weeks of time off on leave paid by your union at your current wage rate.

Will HSA reimburse my wages and expenses?

Yes, Core Member Engagers receive wage replacement for the training and union leave period as well as expense reimbursement. Any travel and accommodation costs related to the work will

be covered by HSA. Engagers may be required to travel and be available to meet with other members outside of standard work hours (9 am to 5 pm).

What about illness?

The Core Member Engagement Team will be considerate of their own health, and the health of others in public settings including worksites. If individual health considerations or public health restrictions limit or prohibit in-person activities such as walkabouts or in-person meetings, Core Member Engagers may have to use alternative methods to conduct member engagement such as:

- Video conferencing
- Group and text messaging apps and tools
- Phone calls
- And other online digital organizing and social media tools

Do I have to be a steward?

No, you do not have to be a steward to apply. Any current member can apply.

How does HSA support equity?

HSA is working towards equity and encourages people who experience marginalization (including but not limited to Indigenous peoples, people of the global majority, women, young workers, people with disabilities, 2SLGBTQIA+, immigrants and refugees, and diverse faiths) to apply for the HSA Core Member Engagement team.

Do I have to live in the Lower Mainland?

No, this opportunity is open to all members living across the province.

Still have questions?

Two one-hour online information sessions will be held on Tuesday May 6 at noon and 6:30pm PT. If you are interested in attending, please RSVP through our website.

You can also contact HSA Campaign staff Nicole Seguin nicole.seguin@hsabc.org with any questions regarding the 2025 program.