



HOSPITAL EMPLOYEES' UNION

**THE BC HEALTH SERVICES
DIVISION OF CUPE**

POLICY AND PROCEDURES

HEU POLICY AND PROCEDURES

ACCESS FOR PEOPLE WITH disABILITIES

- It is HEU policy that all of its offices be accessible to people with challenges and have appropriately designated parking and that all ratification, strike vote and special report meetings be held at sites accessible to people with challenges whenever possible.
(19 BC 10-94)
- HEU shall accommodate disAbled Members so they can participate fully in HEU sponsored functions
(21 BC 10-98)
- All HEU events will be accessible to people with disAbilities to such extent where a person's dignity is not affected.
(22 BC 10-00)
- HEU's Summer School will be organized / designed to accommodate members with visible and /or invisible disAbilities, and the disAbilities Committee will have input into the need to Summer School to address these issues.
(22 BC 10-00)
- That HEU events and Local meetings must be held at accessible venues with the disAbled person's dignity taken into consideration. If unable, then Duty to Accommodate budget must reflect this.
(22 BC 10-00)

AMALGAMATIONS

- In the face of emerging threats to Union members, that the Provincial Executive endorses increased moves towards amalgamating certifications and membership education campaign on the value of amalgamating certifications.
(PE 10-01)
- There will be no local bargaining of amalgamations without clear guidelines from the Provincial Executive.
(18 BC 10-92)
- No Local amalgamation agreements be signed without the prior approval of the Provincial Executive and a majority vote of each of the Locals involved.
(18 BC 10-92)

- Where possibility of Employer amalgamation/service merger appears Provincial Officers and staff immediately initiate discussions with the other Unions involved.
(18 BC 10-92)
- That Employer amalgamation/service merger agreements be subject to the approval in writing of the Secretary-Business Manager or designate.
(PE 06-96)
- HEU endorses the consolidation of certifications within each Region.
(PE 04-02)

APPRENTICESHIP PROGRAM

- That the seniority provision of the Collective Agreement be adhered to in the new Apprenticeship Program that is being negotiated.
(PE 11-01)
- HEU, in conjunction with the BC Federation of Labour, will bring all pressure to bear on the provincial government to reinstate the Apprenticeship Program in its entirety.
(23 BC 10-02) (Updated 24 BC 10-04)

BANKS

- To tax all banks operating in Canada at a reasonable rate, force the banks to reinvest in Canadian communities, and hold Canadian banks accountable to the public.
(21 BC 10-98)

BC FEDERATION OF LABOUR / CANADIAN LABOUR CONGRESS

- The dues be paid to the BC Federation of Labour out of the general revenue.
(PE 01-87)
- Local delegates to CLC Conventions will be selected primarily on the basis of the date of certification of the Local and Labour Council participation of the Local. Credentials will be distributed on a pro-rated regional basis.
(PE 08-86)

- **Provincial Executive Subcommittee and HEU Equity Standing Committee members who are elected as HEU representatives to National Committees and Working Groups will be automatically entitled to participate in conferences that are organized by their respective National Committee or Working Group.
(24 BC10-04)**

BC FERRIES

- **HEU demands that all contracts for the construction and decommissioning of BC ferries be awarded to BC shipyards.
(23 BC 10-02)**

BENCHMARKS REVIEW

- **HEU will negotiate benchmark reviews and wage adjustments for specific HEU jobs and/or job families based on the following criteria:**
- **No benchmark reviews will be negotiated without the funding attached. The funding will be used to address:**
 - a) **significant retention and recruitment issues;**
 - b) **changes in scope and complexity of jobs with regionalization;**
 - c) **training, technical qualifications and/or professional certification requirements that are not appropriately recognized in the existing benchmarks;**
 - d) **increases in job responsibility and changes in scope of practice;**
 - e) **lead hand training and supervisory responsibilities
(WP 06)**

BIOMEDICAL WASTES

- **The HEU encourage the BC government to enact Commissioner Dorothy Caddell's recommendations which would require all public and private health care facilities to conduct waste audits and that all non-anatomical parts of the biomedical waste be disposed of by the use of autoclaving methods.
(19 BC 10-94)**

BOYCOTTS

- **HEU supports all boycotts and hot edicts as specified by the BC Federation of Labour.
(PE 03-88)**

BREAST CANCER

- **That HEU lobby federal and provincial governments for the increase in research funding towards a cure for breast cancer and in conjunction with the BC Federation of Labour and the Canadian Labour Congress so that breast reconstructive surgery be covered under medical insurance.
(20 BC 09-96)**

CAMPAIGN STRATEGIES

- **Where it is supported by the Provincial Executive and local activists, HEU will start and support regional action groups of Provincial Executive members, Local leaders and staff to mobilize and carry out effective campaigns when faced with further serious threats to our members and to public health care delivery.
(24 BC 10-04)**
- **HEU will institute a campaign to establish solidarity committees in every Local of the Union. The purpose of these committees is to mobilize support from HEU members for union battles and those struggling against oppression
(24 BC 10-04)**

CANADIAN BROADCASTING CORPORATION (CBC)

- **HEU will work with the Canadian Labour Congress, the BC Federation of Labour and the “Friends of the CBC” to lobby the federal government to restore the funding cuts to the CBC and to withdraw Bill C-44.
(21 BC 10-98)**

CAPITAL PUNISHMENT

- **That the Hospital Employees’ Union oppose capital punishment in any jurisdiction given the systematic racial, economic, political and class bias inherent in its application and the proven unreliability in the justice of many convictions.**
- **HEU calls for a fair and unbiased trial for (civil rights activist) Mumia Abu-**

**Jamal in Pennsylvania and that he be provided with a competent lawyer and the necessary resources to present a defence.
(22 BC 10-00)**

CHARGES, TRIALS AND PENALTIES

- **For the purposes of Charges, Trials and Penalties (Art. XVIII) - 'cause' is defined as a serious threat to the welfare of the Union.
(PE 04-97)**

CHILD CARE

- **HEU supports the child care program sponsored by the CLC and the BC Federation of Labour.
(PE 03-87) (17 BC 10-90)**
- **HEU supports the concept of a provincially and/or federally funded, comprehensive, high-quality, non-profit child care system.
(16 BC 10-88)**
- **HEU supports the establishment of on-site non-profit day care centres for hospital employees.
(16 BC 10-88)**
- **HEU demand that the federal government live up to its commitment to create 50,000 desperately needed child care spaces per year immediately and also demand that this child care be affordable, accessible, universal and established within a unionized child care system.
(19 BC 10-94)**
- **HEU provide unionized licensed on-site child care at HEU sponsored functions when required and wherever possible.
(PE 05-91)**
- **HEU is committed to a child care agenda that:**
 1. **Entitles all children to access quality early childhood experiences and programs, regardless of their family's economic or employment status.**
 2. **Honours and respects the diversity of BC's children, families and communities.**
 3. **Places child care within a comprehensive family policy, which**

includes extended parental leave and progressive family/work policies.

4. Offers families choices from a range of coordinated, quality child care programs and services.
5. Expands public responsibility for child care beyond a targeted approach.
6. Provides a new, comprehensive funding approach that supports affordable, accountable and financially sustainable child care services, and offers caregivers wages, benefits and working conditions that reflect the value of their work.
7. Moves child care from the current user fee system to one funded, like other public programs, through the tax system.
(PE 09-99)

- HEU will lobby for a child care system that is universally and publicly funded.
(PE 01-05)

CLASSIFICATIONS

- When changes in benchmarks and classifications are necessary, the affected disciplines will have prior direct input into their development.
(22 BC 10-02)

CLEAR LANGUAGE (Also see LITERACY)

- HEU will encourage and support members and staff by providing lost wages, per diems and course fees to take clear language courses provided by the CLC, BC Fed, and CUPE.
- HEU will develop all materials for members in clear language and encourage all Locals to communicate to their members in clear language.
- HEU will provide clear language workshops/courses in-house, based on the workshops developed by the CLC.
- HEU will utilize available resource people from the Literacy Working Group members of CUPE, CLC, BC Fed and HEU to facilitate clear language workshops.
(25 BC 10-06)

COMMUNICATIONS

- That the membership be told by meetings or mail whether it is a weighted (wage) increase or straight across the board and that they have explained to them the difference between weighted and straight across the board. (22 BC 10-00)
- HEU is committed to the principle of opening relations between Locals to discuss common goals and methods of achieving same. (15 BC 02-86)
- Regular reports of Provincial Executive business be provided to the Secretary-Treasurer and Chairperson of each Local. (15 BC 02-86)
- HEU maintains a high level of communication to Locals. (14 BC 09-84)
- Local Officer mailing list be established to report on critical issues. (PE 11-87)
- An annual Union report will be given jointly by the staff and Provincial Executive. (16 BC 10-88)
- Locals who have given prior written approval signed by the Chairperson and Secretary-Treasurer will be placed on the Local directory to be circulated to all Locals. (16 BC 10-88)

COMMUNITY, LONG TERM AND HOME CARE

- HEU to pressure the provincial government to restore staffing levels in the facilities. (15 BC 02-86)
- HEU opposes privately owned, profit-making facilities. (15 BC 02-86)
- HEU opposes the wage inequities at these facilities and supports the principle of all health care workers' wages being at least equal to the Master Collective Agreement. (15 BC 02-86)
- HEU supports long term, ongoing funding for community health centres in BC that:

- 1. Are publicly funded and administered;**
 - 2. Are accountable to communities and the population they serve through elected boards;**
 - 3. Provide a range of integrated health and social services;**
 - 4. Are staffed by multi-disciplinary staff, all on a salaried basis;**
 - 5. Are open twenty-four (24) hours/day;**
 - 6. Provide all services at no cost; and**
 - 7. Are staffed by Unionized workers with wages and benefits equal to the acute care sector.**
- (21 BC 10-98)**
- HEU demands that the BC Government withdraw its support for private, for profit involvement in long term care, supported housing and home care.**
(21 BC 10-98)
 - HEU demands that the Ministry of Health:**
 - 1. Increase funding and staffing levels immediately in residential care to provide quality programs of physical/mental care, social and recreational activities;**
 - 2. Provide funds for new facilities run only by non-profit societies or by Health Authorities directly;**
 - 3. Enact legislation and regulations to cover the expanding supported housing/congregate care sector;**
 - 4. Set up clear contracts with agencies/societies that will increase staffing levels, increase training for staff, outline the services provided, and control how operating funds are used;**
 - 5. Provide adequate staff and penalties to enforce legislation and regulations;**

**6. Provide whistle blower protection for workers in long term care.
(21 BC 10-98)**

■ **HEU supports the concepts of assisted living, home care and aging-in-place only when these services are provided through publicly funded, non-profit models where seniors receive the appropriate level of care for their needs, without regard to their ability to pay.
(23 BC 10-02)**

■ **HEU will lobby employers, health authorities and the government to properly fund long term and home care, with this lobby to include the following:**

- 1. Full input from support staff in determining levels of care;**
- 2. Levels of care reviewed more often;**
- 3. Levels of care should reflect the needs of the residents by applying a provincial highest standard to the staff-to-patient ratios which all residents need and deserve;**
- 4. Workload difficulties addressed and eliminated with full input from support staff;**
- 5. Annual scrutinizing of budgets by the province's auditor to ensure public funds are spent on the public need;**
- 6. That the government make it mandatory in for-profit facilities where public funding is provided that a government and worker appointee sits on the board;**
- 7. That the government appoint a worker representative to all non-profit long-term care boards; and**
- 8. That the Provincial Executive provide the necessary budget to the long-term care lobby.**

(22 BC 10-00)

COMPULSORY TESTING

■ **HEU is opposed to compulsory testing for AIDS.
(16 BC 10-88)**

CONTRACTING OUT

- **HEU reaffirms its commitment to end the contracting out of services within the health care system and to return the contracted services, jobs, and workers back into the public health care system and by continuing to organize these workers.
(25 BC10-06)**
- **HEU have a campaign to educate our Locals regarding contracting out and how to deal with it effectively
(19 BC 10-94)**
- **HEU will organize the contract workers (eg. Aramark, Compass, Sodexo) to join HEU.
(PE 12-04)**

CUPE

- **HEU (The BC Health Services Division of CUPE) accepts jurisdiction for CUPE Locals/members wishing to transfer to HEU under the provisions of the CUPE Constitution.
(PE 09-96)**
- **That HEU further its relationship with CUPE and the House of Labour as follows:**
 1. **Reaffirm HEU's commitment to be an active member in the House of Labour, particularly in light of the upcoming fight for working people in British Columbia;**
 2. **Express concern about the fiscal arrangement between CUPE and HEU and continue to press CUPE on our issues directly linked to these fiscal arrangements;**
 3. **In the coming two (2) years, HEU Locals to strengthen our ties with other CUPE Locals, District Councils and the CUPE BC Division.
(22 BC 10-00)**
- **HEU will continue to lobby CUPE National to sponsor Delegates with full voice and vote and be paid by CUPE National for the members selected to sit on National Committees.
(PE 07-01)**

- **Provincial Executive Subcommittee and HEU Equity Standing Committee members who are elected as HEU representatives to National Committees and Working Groups will be automatically entitled to participate in conferences that are organized by their respective National Committee or Working Group.
(24 BC 10-04)**

DEPENDANT CARE (Unique and Special Needs)

- **More HEU members are becoming active in our Union. HEU recognizes that the “triple workload” carried by many of our members – work, family, union activity – must be acknowledged and dealt with. This Dependant Care Policy is one way HEU can help to create a level field to encourage union activism.**

DEFINITION OF DEPENDANTS

- **Except in the case of a child under the age of 18, a dependant is an individual who is dependent upon you. Under the Canadian Income Tax Act, the following is a list of persons who, in addition to children under the age of 18 who are natural children born within or outside marriage, are under custody and control, are children of the individual’s spouse or common-law partner or are adopted, can qualify as a dependant:**
 - 1) **A member and her/his spouse by legal marriage;**
 - 2) **A member and her/his common-law partner who cohabit together in a conjugal relationship and:**
 - a) **Has cohabited with the member for a continuous period of one year; or**
 - b) **Where the common-law partner is the parent of a child of the person’s as a natural parent as a result of supporting a child under the age of 19 where the child is under the care, custody and control of the common-law partner or is an adopted child of the taxpayer.**
 - 3) **A child where:**
 - a) **It is a natural child of a member, her/his spouse or common-law partner;**
 - b) **The child is under the age of 19, was under the custody and control of the member and is wholly dependent on the person;**

- c) It is a child of the member's spouse or common-law partner;
 - d) It is an adopted child of the person;
 - e) It is the son or daughter in law of the member;
 - f) It is a grandchild; or
 - g) Is a dependent of the member and can provide the Birth Certificate and/or dependent's care card to prove custody of this dependent.
- 4) Related persons over the age of 18 may also qualify as dependants if they are dependent as a result of a physical or mental infirmity. The following are related persons:
- a) Father, mother, stepfather, stepmother, grandfather or grandmother of a member or of the member's spouse or common-law partner;
 - b) Brother or sister of a member or her/his spouse or common-law partner;
 - c) Uncle or aunt of a member or her/his spouse or common-law partner.

■ **HEU PROCEDURE**

- Wherever possible, HEU will provide quality on-site child care at all provincially sponsored HEU functions where there is sufficient demonstrated need and it is possible to establish a facility.
- Otherwise, HEU will reimburse receipted dependent care costs, over and above the costs you would normally incur in your job.
- The reimbursable amount is up to \$8.00 per hour with a maximum of \$100.00 for a continuous 24-hour day.
- Reimbursement will not be made to a parent or sibling of the dependant.
- To obtain reimbursement a "Dependant Care" form must be completed and submitted as part of your claim for expenses.

- **At the end of each calendar year a T4A for reimbursed dependant care expenses will be provided so you can properly include the amount of reimbursement in income and claim the expenses incurred.**
- **Members are advised to consult the definition of dependent and dependant.**
- **In recognition of unique dependant care needs and for special needs dependents, all reasonable requests will be considered. Contact HEU's Financial Secretary at the Provincial Office, Burnaby Site, if you have special needs (Telephone Direct: 604-456-7004; Toll-free: 1-800-663-5813).**

DEPENDANT CARE CLAIM PROCEDURE

- 1. All reimbursements of dependant care costs will be by cheque; there will be no reimbursements by cash.**
- 2. The member must complete our HEU "Dependant Care Cheque Requisition" form to receive reimbursement.**
- 3. The form request information such as name, SIN#, address, telephone number, local, Union function, date and location.**
- 4. The names of the dependants must be listed, including the relationship to the HEU member.**
- 5. The cheque requisition must include the caregiver's name, address and SIN#.**
- 6. The form must be signed as being accurate and correct. In compliance with Revenue Canada requirements.**

Appeal: If the Financial Secretary decides to refuse a request, the member will be notified within seventy-two (72) hours. A notification of the member's right to appeal shall be included. The request for an appeal must be brought to the Provincial Executive meeting and the member notified within twenty-four (24) hours of the last day of the Provincial Executive meeting of their decision. (17 BC 10-90) (PE 06-91) (PE 09-97) (Revised and consolidated PE 07-03) (24 BC 10-04)

DEREGULATION / FREE TRADE / PRIVATIZATION (Also See PRIVATIZATION / P3s)

- **HEU is totally opposed to the principles of deregulation, free trade and privatization.
(PE 01-87) (16 BC 10-88)**

- **HEU stands adamantly opposed to the Free Trade deal and is committed to the defeat of Free Trade.
(PE 11-87) (16 BC 10-88) (17 BC 10-90)**
- **HEU demands that the provincial government keep BC Hydro publicly owned and operated.
(23 BC 10-02)**
- **HEU opposes any private ownership, maintenance or repair of BC's highways, and also opposes the charging of tolls for highway use, since this only represents another form of inequitable taxation.
(23 BC 10-02)**
- **HEU demands prohibitions on the sale of Canada's water for export.
(23 BC 10-02)**
- **HEU opposes any agreement that undermines Canadian's ability to manage our forests and wood industry in the interests of Canadians.
(23 BC 10-02)**
- **HEU opposes privatization or deregulation, in whole or in part, any of the assets or operations of BC Hydro.
(23 BC 10-02)**
- **HEU calls for the federal government to end its involvement in the Free Trade Area of the Americas agreement (FTAA), and demands fair trade agreements that contain language that holds countries responsible for unfair trade subsidies, that lack fair labour laws, pay minimal wages, have no universal health care or social benefits, and will take necessary actions to prevent any future trade agreements that attack our standard of life.
(23 BC 10-02)**

DISCRIMINATION AGAINST LESBIANS, GAY MEN, BI-SEXUALS AND TRANSGENDERS

- **HEU is committed to combating discrimination against lesbians, gay men, bi-sexuals and transgenders in the legal system, immigration system, education system and in the media.
(18 BC 10-92) (20 BC 09-96)**
- **HEU will implement a campaign to combat homophobia in the workplace, including written resource materials to be made available to Locals, continued education, access to resources and tri-Union support in concert to bring down this wall of ignorance.
(18 BC 10-92) (19 BC 10-94) (20 BC 09-96)**

- **HEU will develop a component of the education programs for Introductory Shop Stewards, Advanced Shop Stewards, Chief Shop Stewards, Table Officers and the Provincial Executive to reaffirm our commitment to education and to give Shop Stewards and the Provincial Executive the skills to recognize and deal with issues surrounding homophobia.**
(18 BC 10-92) (20 BC 09-96)
- **HEU will lobby the provincial government to both re-institute the definition of spouse in the Municipal Superannuation Act to encompass same sex benefits and to amend the Pension Act and the Family Relations Act definition of spouse to provide for same sex benefits.**
(19 BC 10-94) (Consolidated PE 02-98) (21 BC 10-98)
(Consolidated PE 03-00)
- **HEU strongly urges the BC NDP to take this issue up with a very strong voice to the Federal Government to change the Income Tax Act to include equal coverage of pension benefits for same-sex couples.**
(21 BC10-98)
- **HEU opposes the use of provocation in the Criminal Code as grounds for a defence in homophobic hate crimes.**
(23 BC 10-02)

EARLY RESPONSE TEAMS

- **The Provincial Executive shall not support the utilization of HEU volunteers in Early Response Teams.**
(18 BC 10-92)

EDUCATION OF HEU MEMBERS

- **HEU continues to give the education program high priority.**
(15 BC 02-86)
- **All new certifications receive HEU's shop steward program within 30 days of certification.**
(17 BC 10-90)
- **HEU shall provide an advanced shop stewards' course annually.**
(17 BC 10-90)
- **HEU shall implement an occupational health and safety course annually.**
(17 BC 10-90)

- **HEU has established a bursary program that pays for the registration of two members per region to attend CLC Winter School.
(17 BC 10-90)**
- **An annual educational grant of \$1,000 is to be awarded to each successful HEU applicant to CLC Summer Labour College, that is a member in good standing.
(17 BC 10-90)**
- **HEU shall provide written guidelines regarding the initiation and processing of WCB claims to Local officers and shop stewards.
(17 BC 10-90)**
- **HEU shall provide written options regarding benefits and services available to retiring members, members on LTD, and Local officers and stewards.
(17 BC 10-90)**
- **HEU will develop a glossary of labour terms, including abbreviations, and will distribute to membership upon request.
(17 BC 10-90)**
- **HEU add a course on Union organizing and another course on how to be an HEU staff representative at Summer School.
(18 BC 10-92)**
- **The HEU develop an orientation program to acquaint executive members to HEU policy and procedures.
(19 BC 10-94)**
- **HEU provide guidance for new certifications in the form of orientation packages that will "walk them through" the Union; from filing grievances, to Local activists' responsibilities, to understanding Convention.
(19 BC 10-94)**
- **HEU hold orientation sessions with the executives of newly certified Locals.
(19 BC 10-94)**
- **Educational workshops and conferences which are held in the fall start with the Kootenay and the Northern regions and end with the Coastal regions and vice versa in the spring.
(19 BC 10-94)**
- **HEU is willing and supports being part of any initiative to make**

presentations to graduating classes on the value of Unions, and to lobby the provincial government that labour education be part of the school curriculum.

(PE 10-96)

- The Hospital Employees' Union will endorse other labour studies programs, occupational health and safety courses and the home study course offered by the Labour College of Canada.
- All labour courses within Canada endorsed by HEU shall be paid to a maximum of three hundred and fifty (\$350) dollars per member, per year.
 - The registration fees shall be paid by the member and the receipts submitted to the Financial Secretary for reimbursement.
 - Members who do not attend the course will be responsible for the cancellation fee unless there is a reasonable explanation.

(PE 06-96) (Revised PE 05-99) (22 BC 10-00) (Consolidated 02-04)

ELECTIONEERING PRIOR TO CONVENTION

- Members who wish to run for provincial office shall be allowed to announce to Locals via faxes, e-mail, phone messages and word of mouth, their intention to run prior to Convention.
- They will be allowed to submit their photograph, brief biographies with histories in HEU, current position, job status, and maximum two hundred (200) word candidate statement to the Convention Committee ninety (90) days prior to Convention.
- The Convention Committee will send the candidate information in standard format to all the Locals forty-five (45) days prior to Convention; and
- Each candidate may address the delegates for a maximum of five (5) minutes plus a moderated question and answer period at an evening forum.
(25 BC 10-06)

EMPLOYMENT INSURANCE

- HEU promote the extension of the Employment Insurance Program and oppose cuts in conjunction with other trade unions and organizations.
(15 BC 02-86) (17 BC 10-90) (PE 06-07)
- HEU supports the increase of the number of paid weeks of maternity leave

**and lost wages under the Maternity Leave Plan of EI.
(17 BC 10-90) (PE 06-07)**

- **HEU demands that the federal government immediately increase the portion of the unemployed getting EI from the current level.
(21 BC 10-98) (PE 06-07)**
- **HEU, through the CLC, will lobby the federal government to allot some of the Employment Insurance surplus for the use of Palliative Care Leave, as suggested by Senator Carstairs' Committee Report, "End of Life".
(22 BC 10-00) (PE 06-07)**

ENVIRONMENT

- **Resolutions supporting the concept of environmental protection covering the following have been passed at Convention:**
 - **leaded fuel**
 - **pollution in the Great Lakes**
 - **use of glass containers**
 - **preservation of Meares Island**
 - **reforestation, and**
 - **prohibition of logging and mining in federal and provincial parks
(15 BC 02-86)**
- **HEU is committed to legislation that shall prohibit industrial pollution, untreated or primary treated sewage, into our oceans, lakes and rivers by industry, towns, villages, cities or individuals.
(17 BC 10-90)**
- **HEU supports ecological groups and governments engaged in the fight for the preservation of the world's rainforests.
(17 BC 10-90)**
- **HEU opposes any new power generation projects in the United States that could negatively impact air quality in British Columbia.
(23 BC 10-02)**

EQUITY ACTIVITY WHILE ON STAFF

- **Members who are serving as temporary staff members and who are participating in equity activities in the Union shall be able to continue their equity involvement while on a temporary assignment with HEU, providing this involvement does not interfere with servicing assignments.
(20 BC 09-96) (PE 02-98)**

EQUITY EDUCATION

- **That HEU adopt as policy, following each Convention and/or Wage Policy Conference, that within one hundred and twenty (120) days, an educational session on equity and equity related issues be conducted for all elected Provincial Executive/Provincial Bargaining Committee Members.
(22 BC 10-00)**
- **HEU will continue to support and actively participate in the action component of the CLC MORE disability rights campaign by committing to increased mobilization, organization, representation and education around disability rights issues.
(24 BC 10-02)**

EQUITY HIRING – NORTH

- **HEU work with the First Nation's caucus to identify and train First Nation's members for potential staff positions focused in the North.
(25 BC 10-06)**

EQUITY SEEKING GROUPS TO CONFERENCES (See EQUITY)

- **HEU will send representatives from the Equity seeking groups within our Union to conferences as deemed reasonable by the Provincial Executive.
(20 BC 09-96)**

EQUITY STANDING COMMITTEES

- **The Union hold an annual conference on equity issues to facilitate the election of standing committees and their officers.
(20 BC 09-96)**
- **HEU representatives who sit on the CLC Lesbian and Gay Men's Working Group (CUPE Rainbow and Pink Triangle) be the Standing Committee representatives that sit on the Equal Opportunities Committee.
(PE 05-97)**

ESSENTIAL SERVICES

- **HEU is committed to maintaining all services essential to the life, health and safety of the public.
(14 BC 09-84)**
- **The Provincial Executive is responsible for co-ordinating the designation of essential services.
(PE 03-88)**

EXCLUDED HEU STAFF / FULL TIME OFFICERS' VACATIONS

- **All non-contract staff and full-time elected officers must supply all their vacation schedule by March 31st of each year to ensure that vacation hours will be depleted by December 31st of the same year.
(PE 12-01)**
- **PURPOSE: The Union has successfully negotiated excellent vacation language in our Collective Agreement. We believe that it is imperative that people take vacation on a regular basis, to relax, renew, regenerate, and have personal time. We believe that the full-time officers are entitled to and must actively schedule vacation each and every year for them. Accumulated vacation time also becomes a liability for the Union, and it is not prudent accounting practices to carry this liability year after year. Therefore, the following policy will be applied.**

**The elected full-time officers of the Union shall make every possible effort to use their annual vacation allotment. Arrangements will be made by the Committee on Labour Relations, in advance for coverage, where necessary, developing members who have been elected into positions that cover the full-time officers. Vacation schedules will be given to the Committee on Labour Relations no later than April 30th of each year. If vacation time is not taken by December 31st of each year, it shall be paid out on the first pay period after January 1st each year. Carry-over of vacation time will not be permitted, unless the time is booked in the existing year and carries into the New Year. Under extraordinary circumstances, (i.e. time is scheduled for the month of December and legislation came down that would harm the Union, medical emergency) vacation can be rescheduled into the New year, by written request to the Committee on Labour Relations, and must be taken as soon as possible in the New Year. The Committee on Labour Relations shall vote and approve the request in writing and report the decision to the Provincial Executive.
(PE 09-06)**

EXPENSES

- **HEU will reimburse members up to full-time hours per shift only, regardless of where they are delegated from, providing the site is an HEU certification and the members will provide proof of loss of shift.
(25 BC 10-06)**
- **Expense claims will only be paid for the current year and six (6) months in any previous fiscal year, effective March 1, 2000.
(PE 12-99)**

FAIR WAGES

- **HEU supports the concept of a fair wage policy - non-union employers paying Union wage rates.
(PE 03-88)**

FEE FOR SERVICE MEDICINE

- **That HEU advocate that physicians and all other health care providers in Canada be paid on a salary basis and lobby the provincial and federal governments to create more clinics and facilities where teams of health care providers including physicians be paid on a salary basis and encourage the BC Federation of Labour, Labour Councils and the CLC to do the same.
(19 BC 10-94)**

FINANCIAL ASSISTANCE - FIGHT BACK CAMPAIGN REQUESTS

- **Monies are available to the Locals for (Bill 29) Fight Back Campaigns through the Local Projects and Campaign Funds;**
- **Locals must make application providing details and supporting information to back up their application;**
- **Under the Local Project Policy, the individual Local or clusters of Locals must also support the campaign financially and work with social justice partners to raise funds;**
- **The criteria for financial assistance will be considered based on the actual campaigns expenditures (lost wages, per diems and dependent care will NOT be paid); and**
- **The Financial Secretary has the authority to approve applications in part or in full and the Provincial Executive will be given regular monthly reports**

and review of the applications out of the fund.
(PE 02-02)

FINANCIAL ASSISTANCE - GUIDELINES FOR MEMBERS TERMINATED / SUSPENDED FOR POLITICAL PROTESTS

■ Criteria for Financial Support:

- Cases to be reviewed on an individual basis;
- Review of circumstances involved;
- Review of length of suspension (for suspended members) for a minimum of three (3) days;
- Investigate opportunities of future employment;
- Consider members ability to mitigate income assistance;
- Review with staff the ability to be reinstated/suspension removed
- Review of any violent behavior;
- Funds will be returned to the strike fund from any grievance settlement;
- Financial Secretary will report to the Trustees and full reports to the Provincial Executive;
- Each claim will be kept in confidence; and
- Every possible effort to re-employ members in the industry through the grievance process will be made.

■ Funding Guidelines:

- Up to two (2) months strike and dependent pay (providing the care conforms to the strike/picket pay policy) will be paid;
- Pay will continue if a member gains casual or part-time employment up to the amount of strike/picket pay;
- Funding will cease upon member finding comparable employment;
- Financial assistance will be paid from the Strike Fund;

- **Claims paid will be non-taxable;**
 - **Financial Secretary and Provincial Trustees will approve expenditures; and**
 - **Provincial Office has the ability to recover monies under special circumstances.**
- (PE 02-02)**

FOREIGN OWNERSHIP

- **HEU objects to foreign ownership of our national resources, eg. West Kootenay Power.**
(PE 09-86)

FOUNDATIONS

- **HEU re-affirm its position that we do not support or promote private fundraising for health care, including corporate campaigns or donations, health care foundations.**
(PE 05-97)

FREEDOM OF CHOICE / REPRODUCTIVE CHOICE

- **HEU supports the right of women to choice on abortion.**
(PE 01-84) (13 BC 09-82)
- **HEU supports full funding and access for all medical services relating to reproductive health.**
(17 BC 10-90)

FREE TRADE (See Deregulation)

FULL PARTICIPATION

- **Delegates are required to confirm full participation in the entire Convention of HEU sponsored event, with the exception of other events at which the member is representing HEU;**
- **Members are expected to attend all sittings of Convention sessions, (all Conventions, not just HEU) regardless of their work schedule;**
- **Attendance to social evening events is encouraged;**
- **Members attending Conferences or Conventions will be teamed up as a “buddy system” with a member of the Provincial Executive;**

- **Wages and per diems will not be paid to members who do not attend without a valid reason;**
- **If a member shows up late and/or leaves early this policy shall also apply;**
- **Members attending functions must be prepared to report to the membership on the events which they attended as a means of being accountable to the membership;**
- **The representing Local will be advised if members violate this policy; and**
- **Members may apply for special dispensation to the Financial Secretary or designate.
(PE 03-03)**

GOODS AND SERVICES TAX

- **HEU is opposed to the Goods and Services Tax.
(17 BC 10-90)**
- **HEU is committed to participate actively with the Action Canada Network, CLC, and BC Fed against the GST.
(17 BC 10-90)**
- **HEU demand an end to corporate tax breaks and tax loopholes for the rich and HEU demand that provincial and federal taxes on goods and services be replaced with a graduated tax on income in which those who have the greatest wealth pay the most in taxes.
(19 BC 10-94)**

HEALTH CARE RESTRUCTURING

- **HEU campaign with its coalition partners for positive reforms that strengthen public health care and work to move public opinion in favor of these reforms and against privatization.**
- **HEU strengthen its ability to involve members on these issues through a plan of political action and education that includes:**
 - **Preparation of an anti-privatization tool kit for members,**
 - **A program of member education on privatization, community campaigning, lobbying and coalition building,**

- **Drawing on experiences with privatization and progressive health reforms in other jurisdictions and strengthening our ties with other health care workers,**
 - **Tracking knowledge and attitudes towards privatization and health reform,**
 - **Building our network of HEU members who are prepared to engage in political action activities and setting a goal of doubling this network; and**
 - **Organizing a political action conference in advance of the 2009 provincial election.**
- **HEU identify and commit resources to targeted local anti-privatization campaigns that involve HEU members at the community level.**
 - **HEU encourages broader participation by members in the regional health coalitions and within the British Columbia Health Coalition.**
 - **HEU work closely with CUPE on health care campaigns and political action.**
 - **HEU features local campaigns as a key agenda item at regional meetings of the Union.**
 - **HEU's Provincial Executive commit resources on an ongoing basis to support these efforts at the provincial and community level.
(25 BC10-06)**
 - **HEU demand, before changes are implemented in health care, that the Provincial government:**
 - **Consult with all groups,**
 - **Ensure adequate facilities are established and staffed in the community to ensure proper services are maintained,**
 - **Provide free adjustment programs and retraining for all health care workers, and**
 - **Guarantee that Union certification is transferred into any new or existing facilities to which these services are transferred.
(18 BC 10-92) (PE 06-07)**
 - **HEU will participate in Employer restructuring initiatives as follows:**
 1. **Provincial and Regional Offices offer Locals education and advice at cross Local meetings, steward courses, Summer School, etc. to help**

Locals decide on when to participate in employer committees, workshops, questionnaires, etc.

- 2. The Provincial Executive and staff encourage Locals to develop Union strategies and proposals when openings for progressive change appear and/or to respond to employer initiatives**
- 3. That HEU withdraw our participation from employer initiatives when it becomes apparent that:**
 - a) An existing, changed or new service will be delivered in the Private/for profit sector; or**
 - b) The health status or quality of care for people will decline; or**
 - c) Any Unionized health care worker will be laid off after all labour adjustment efforts; or**
 - d) Employers do not allow workers to follow the work; or**
 - e) Discipline, suspension or dismissal of any Unionized worker will result.**

(21 BC 10-98)

- HEU 's position on public-private partnerships in lab restructuring is:**
 - That HEU continue to press for the complete elimination of the private for profit sector from health care lab work. In the interim, that HEU only be supportive of a public-private arrangement which boxes in and gradually eliminates the private labs.**
 - That HEU press for all health care facilities to move from private labs to public labs.**
 - That HEU continue to press for the reform of the public sector lab management.**
 - That HEU seek to represent/organize private lab workers to provide them with union protection and employment security.**
 - That HEU pressure the government to allow facilities to open public sector satellite labs in the community.**

(PE 11-97)

- **HEU extends its full support to the HEU/HSA/Provincial Government Accord, which promotes progressive lab reform, expands the use of publicly provided health services in rehab and breast screening mammography services and provides an effective consultation mechanism at the provincial level.
(21 BC 10-98)**
- **HEU, through the BC Fed and the CLC, will continue to lobby for health care transfer payments to be reinstated to the provinces to pre-1991 levels.
(21 BC 10-98) (Consolidated PE 03-00)**
- **HEU supports comprehensive federal legislation and federal/provincial initiatives (health information systems and health records) that protect privacy, enhance the principles of Medicare (especially public control), and improve citizens' health status.
(21 BC 10-98)**
- **HEU calls for returned funding for delisted health care services, including chiropractic, physiotherapy, massage therapy, podiatry, optical and naturopathy for all people in BC.
(BC 10-02)**
- **HEU demands that the BC Liberal government ensures equality, fairness and access to services to all residents of BC, including rural areas.
(BC 10-02)**
- **HEU demands that the practice of global budgets for Health Authorities cease and that their budgets contain some formula for "fee for services provided."
(PE 12-04)**

HEU CONVENTION / HEU WAGE POLICY

- **All HEU delegates wishing to stay in hotels during Convention will have the cost paid by Provincial Office.
(16 BC 10-88)**
- **Lower Mainland delegates are allowed to stay the last night of Convention (in the hotel).
(BC 10-00)**
- **All HEU delegates wishing to stay in hotels during Wage Policy will have the cost paid by Provincial Office.
(17 BC 10-90)**

- While it is acceptable to use brief notes to aid memory while speaking, a delegate may not read a prepared speech during debate at Conventions or Wage Policy Conferences.
(PE 04-95)
- Identical submissions to HEU Biennial Conventions and Wage Policy Conferences will be printed only once in the delegates' packages, with the names of each Standing Committee or Local who made the submissions listed in alphabetical order.
- Submissions to HEU Biennial Conventions and Wage Policy Conferences that are similar, but not identical, will continue to be printed separately.
(21 BC 10-98)
- The Sergeant-at-Arms Committee shall maintain the integrity of the tiled doors when in effect.
(18 BC 10-92)
- The Resolutions Committee and Constitutional Amendments Committee circulate OR verbally list the order in which they intend to bring Resolutions and Amendments to the floor, at a minimum at the first appearance of each Committee, each day of Convention subject to change depending upon changing circumstances.
(19 BC 10-94)
- That the order, in which proposed Resolutions and Constitutional Amendments and Bargaining Demands are presented, will be given to the delegates as soon as possible.
(20 BC 09-96) (PE 01-98) (PE 02-98)

HEU LOGO

- To add the letters "CUPE" to the HEU logo.
(PE 12-99)

HIRING

- All applicants for the annual job posting will be given priority consideration for vacancies provided they meet the requirements of the job description. This applies to temporary and permanent vacancies.

The annual job posting is to be open for two months. Those who apply for a position after the closure are to be informed that the Union considers applications from the annual job posting first.

**Applicants will be required to update their applications every year.
(PE 04-91)**

■ **HEU 's Annual Job Posting Guidelines are:**

- **That the Annual Job Posting re-emphasize that this is not an ongoing opportunity, but an annual opportunity;**
- **That the notice to short-listed members state explicitly that this is not an ongoing opportunity;**
- **That the first supervisory meeting with members called in on the Annual Job Posting re-emphasize that this is not an ongoing opportunity and that selection does not mean that they are qualified;**
- **That all short-listed members participate in a debriefing meeting within a three (3) month period prior to the next Annual Job Posting with anecdotal notes taken;**
- **That the practice of offering non-short-listed members an opportunity to meet and discuss any concerns should continue with anecdotal notes taken; and**
- **That the option of creating some permanent relief representative positions should be examined as a complement to the Annual Job Posting relief.**

(PE 03-00)

■ **Any HEU member working for HEU must be on Union leave or equivalent.
(PE 08-91)**

■ **Those members on Union leave who are injured must apply for WCB through HEU and they are maintained on Union leave until they return to work.**

(PE 04-91)

■ **HEU establish a program to properly train members to fill staff vacancies. The training program include working alongside experienced representatives so they can gain the knowledge prior to posting into a position with a servicing load and educational steps which allow the trainees to progress to higher levels of servicing.**

(18 BC 10-92)

- **Members short listed for one year will be notified by the Provincial Executive Committee on Labour Relations of any reasons they have not been short listed in the next year and the members will have the right to have answers to any accusation made against them and have them investigated by the Provincial Executive.**
(19 BC 10-94)
- **New procedures be put into place for new staff such as orientation and information manuals containing all relevant information.**
(19 BC 10-94)

HOURS OF WORK

- **With regard to workers requesting to work extended hours, the change can be made with seventy-five per cent (75%) of the affected members voting for it.**
(25 BC10-06)
- **HEU reconfirms its support for a legislated reduction in hours of work with no loss in pay to spread the available work around and opposes any reduction in the provision of services when a reduction in hours of work is implemented.**
(19 BC 10-94)
- **Where applications for Extended Hours are approved by the Local and the regional office that a reply be mandatory within thirty (30) days of receipt by Provincial Office.**
(19 BC 10-94)

HOUSING

- **HEU supports the reinstatement of a rent control program.**
(15 BC 02-86)
- **HEU demand of the provincial and federal governments, the installation of a comprehensive program of building quality, affordable public housing within BC.**
(15 BC 02-86)
- **HEU endorses the call of the Tenants' Rights Action Coalition for municipalities to permit livable secondary suites in all neighbourhoods and the legalization of suites.**
(21 BC 10-98)
- **HEU will lobby the federal government to ensure that Health Canada re-**

**assess its priorities and establish programs for housing that improves the health outcomes for all Canadians, and will lobby the provincial government to re-instate funding for social housing and co-op housing.
(23 BC 10-02)**

HUMAN RIGHTS

- **HEU support the principles of the BC Human Rights Coalition and retain its membership.
(PE 09-86)**
- **HEU is against racism in the workplace and in the community.
(17 BC 10-90) (21 BC 10-98)**

HEU POLICY AND PROCEDURE DESIGNED TO PROTECT HUMAN RIGHTS AND ENCOURAGE MUTUAL RESPECT

- **Mutual respect must be the basis of interaction among members and staff of the Hospital Employees' Union at all times, but particularly at HEU Conventions, HEU Conferences and other HEU sponsored events and in day-to-day interaction between members and staff. The Hospital Employees' Union will neither tolerate nor condone behaviour that is likely to undermine the dignity or human rights of an individual either during working sessions or during social activities.**

In order to ensure an environment that is supportive of mutual respect and fair treatment, the Provincial Executive has established the following policy and procedure. It defines what is unacceptable behaviour and sets out a complaint procedure to effectively deal with violations of the policy.

Protecting the human rights and encouraging mutual respect of our sisters and brothers is fundamental in ensuring a strong and united Union.

The policy of the Canadian Human Rights Commission under the Human Rights Act includes the following as harassment:

- **Verbal abuse or threat;**
- **Unwelcome remarks, jokes, innuendos or taunting about a person's body, attire, age, marital status, ethnic or national origin, religion, sex, etc.**
- **Displaying of pornographic, racist or other offensive or derogatory pictures;**
- **Practical jokes which cause awkwardness or embarrassment;**

- **unwelcome invitations or other requests, whether indirect or explicit, or intimidation;**
- **Leering or other gestures;**
- **Condescension or paternalism which undermines self-respect;**
- **Unnecessary physical contact such as touching, patting, pinching, punching; and**
- **Physical assault.**

Note: This policy applies to HEU members and to HEU staff during HEU Conventions, HEU conferences and other HEU-sponsored events.

This policy has now been extended to apply to day-to-day interactions between HEU members and HEU staff.

This policy does not apply to HEU members in the workplace (please refer to your Collective Agreement for provisions that apply to HEU members).

This policy is supplementary to and does not supersede the parties' obligations under the HEU/CEP Local 468 Collective Agreement or under the HEU Constitution and By-Laws.

SCOPE

The underlying goal of this policy is to protect human rights and encourage mutual respect at all times. The underlying approach is a problem solving one to resolve disputes in a mutually satisfactory manner.

PROCEDURES

Any HEU member or HEU staff member at a Union sponsored event who believes that she/he has been subjected to behavior that is contrary to protecting human rights and encouraging mutual respect may access this procedure. Confidentiality is a vital part of this process. It is a requirement of this policy that all parties respect the confidentiality of the process.

A complainant, respondent or a witness who is part of this process is exercising her/his legitimate rights. It is a serious violation of this policy if there is any harassment of or retaliation against a complainant, respondent or a witness for having initiated or participated in a complaint.

First Step: Direct Discussion

The complainant should discuss their concern directly with the person (the respondent) in an effort to resolve the concern.

Second Step: Mediation

If the complainant does not believe that the matter has been satisfactorily resolved through direct discussion with the respondent, she/he may seek the assistance of third party mediation.

The complainant should contact the designated complaints co-ordinator, who will make arrangements for mediation as soon as possible. Every effort will be made to resolve the concern through mediation. All discussions in mediation are without prejudice and will be treated with complete confidentiality.

Third Step: Informal Complaint

If the complainant does not believe that the matter has been satisfactorily resolved through mediation, she/he may contact the Ombudsperson, Ana Mohammed at 604-939-7065 to make an informal complaint. The Ombudsperson shall advise the complainant of the merits of the complaint and possible courses of action. All discussions are without prejudice and will be treated with complete confidentiality.

Fourth Step: Formal Complaint

The complainant may file a formal complaint to the Ombudsperson in writing outlining the details of the alleged violation of HEU's policy to protect human rights and encourage mutual respect. This complaint should be filed within six (6) months of the most recent incident(s) giving rise to the complaint. Upon receipt of the formal complaint, the Ombudsperson shall notify the respondent in writing within fourteen (14) days.

The Ombudsperson shall meet with the complainant and respondent as expeditiously as possible to hear and investigate the complaint. The Ombudsperson may make an effort to achieve a resolution of the complaint at any time. Both parties are entitled to be accompanied by representatives and are entitled to call witnesses.

Within sixty (60) days of the conclusion of the investigation the Ombudsperson shall report on the results of the investigation, including any recommendations for action. The recommendation(s) will not include discipline.

The Ombudsperson shall forward a copy of the report to the complainant, the respondent and the Administrative Committee. If appropriate, the Administrative Committee will forward the report to the Provincial Executive.

The Provincial Executive will take such action that it considers necessary to uphold HEU's policy to protect human rights and encourage mutual respect.

Please Note: Allegations of violations of this policy are treated very seriously. There is a requirement for Provincial Executive members and staff to report allegations of a violation of this policy to the Co-ordinator of Human Resources or her/his designate.

The Provincial Executive has, by motion, made it clear that HEU considers serious violations of this policy are covered by Article XVIII, Section B of the HEU Constitution and By-Laws.
(PE 09-89) (21 BC 10-98) (PE 06-01) (Updated 01-04) (PE 09-04)

- HEU condemns Gordon Campbell's Liberal government for eliminating the BC Human Rights Commission and introducing Bill 53. HEU further demands the immediate reversal of these decisions, and that any changes to human rights legislation should follow full, meaningful and accessible public hearings.
(23 BC 10-02)

IMMIGRATION / REFUGEES

- HEU will lobby the Federal Government, through the CLC, to withdraw restrictions that make it difficult for people to qualify to immigrate to Canada under the family class, and to abolish the head tax and landing fee for new immigrants and refugees.
(21-BC 10-98)(PE 06-07)
- HEU will lobby the Federal Government, through the CLC, to stop deportations, and provide for the unconditional acceptance of refugees in Canada, by upholding the 1951 Geneva Convention on Refugees as the minimum set of standards by granting permanent residence.
(21 BC 10-98)

INDUSTRIAL TRAINING APPRENTICESHIP COMMISSION (ITAC)

- HEU will continue to raise the awareness of the apprenticeship and trades crisis in BC with our members, and the HEU propose the formation of a policy table with HEABC and the government.

- **HEU will investigate the ways and means of forming an industry Training Organization (ITO) jointly with the public sector employers, trade unions, and standardization and licensing which in turn has the potential to provide apprenticeship training.**
- **HEU will lobby the government to restore a balance of equal part representation in governance structure for trades training that makes labour a full and equal partner in the development of training policies and priorities.
(25 BC 10-06)**

INFORMATION TECHNOLOGISTS

- **HEU will press the HEABC for implementation of the recommendations contained in the Review of Hospital Information Technology Job Classification, which are:**
 1. **Build on the nature of emerging technology (i.e. distributed systems, client/server) to migrate work, skills and responsibility away from the technical focus of information technology departments and toward end user department staff and managers;**
 2. **Establish a process to ease the transition for clerical workers to move into entry level IT positions including regional co-ordination of appropriate qualifications, training programs, etc.;**
 3. **Support help desk and other entry level staff to move into more senior information technology roles based on a regionally developed and standardized set of career paths and training options relevant to each specific job title;**
 4. **Facilitate a process at the regional level to support Information Technology managers to more effectively utilize the HEU 's classification system and the posting and selection provisions of the collective agreement to help accomplish points 1, 2, and 3 above;**
 5. **Establish a process between union and management to make it easier for IT managers to use unionized employees as a practical alternative to engaging contractors, including the potential creation of a regional pool of IT staff;**
 6. **Establish a process to review HEU/HEABC IT related benchmarks;
and**

**7. Develop a regional retention and recruitment strategy.
(PE 12-99)**

INTERNATIONAL

- **HEU supports the right of the Philippine people for self determination and condemns repression of trade unions in the Philippines and supports the decision by the BC Federation of Labour and CLC to recognize the Kulusang Mayo Uno (KMU) as a legitimate trade union centre.
(15 BC 02-86) (16 BC 10-88)**
- **HEU supports the labour movement in Central America which is working to achieve peace and justice in their countries.
(16 BC 10-88)**
- **HEU supports Nelson Mandela and the African National Congress in their fight to achieve a democratic and non-racial South Africa.
(16 BC 10-88) (17 BC 10-90)**
- **HEU supports all countries engaging in their bid for democracy.
(17 BC 10-90)**
- **Each HEU Local is encouraged to link in solidarity with a struggling independent Union in one of the third world countries to provide support and encouragement to them as well as learn ourselves from their struggles.
(19 BC 10-94) (21 BC 10-98)**
- **The International Solidarity Committee support the VDLC's organizing effort to oppose the Asia Pacific Economic Cooperative (APEC) conference.
(PE 02-97)**
- **HEU will continue to educate its Members through the Guardian, other publications and Union Education programs about the issues involved in consumer based campaigns such as NIKE and Starbucks, and encourage members to take part in consumer-based campaigns against multinational corporations that exploit workers in their greedy pursuit of profits.
(21 BC 10-98)**
- **HEU 's education programs will continue to help create the awareness and connections that are needed to build global cooperation among Unions by ensuring that the education curriculum has an International Solidarity component wherever possible.
(21 BC 10-98)**

- **HEU renews its support for Cuba against attacks led by the United States, and will continue to develop solidarity ties to the National Union of Health Workers.
(21 BC 10-98)**
- **HEU will continue, through our International Solidarity efforts, support for our specific projects with the Movement of Working and Unemployed Women of Nicaragua and the Association of Women in Solidarity of Guatemala, and to support other organizations like Co-Development Canada, the Trade Union Group and the Maquila Solidarity Network, who work to improve conditions for workers.
(21 BC 10-98)**
- **HEU calls on the government of Canada to commit resources to Colombian civil society that seek a lasting building of the social, economic and cultural rights of the Colombian people.
(BC 10-02)**
- **HEU supports requirements for companies to disclose the names and addresses of all manufacturing facilities making apparel products sold in Canada by instituting simple changes to the labeling regulations under the Textile Labelling Act.
(BC 10-02)**
- **HEU endorses and encourages its members to actively participate in the “No Sweat” campaign of the CLC, UNITE, Maquila Solidarity Network, Oxfam Canada, and Students Against Sweatshops-Canada, lobbying public institutions to adopt “No Sweat” purchasing policies.
(BC 10-02)**

SAN JOSE

- **HEU support the Pro-Health Centre Committee of San Jose, Guatemala in their efforts to establish a medical clinic.
(18 BC 10-92)**
- **The Provincial Executive consider a financial donation and encourage individual Locals and other organizations to assist the community of San Jose, Guatemala in achieving its objective.
(18 BC 10-92)**

JOB SHARING

- **HEU supports voluntary job sharing for permanent employees as detailed in the Vince Ready Arbitration dated April 21, 1994, which covers both "Accord", and "non-Accord" agreements, or such other arrangements as may be mutually agreed between HEU and the Employer.**

- **HEU supports the expanded rights for workers in all job share agreements as follows:**
 - **Employee initiated**
 - **Request denials are grievable with onus on the Employer to demonstrate inability to accommodate**
 - **Every arrangement identifies job title, location and individuals covered**
 - **Details are guided by interests of the involved employees subject to the collective agreement. Rights are neither gained nor lost, except that benefits are maintained at 100%**
 - **Partner opportunities are posted, and awarded to the most senior capable applicant**
 - **Employees can revert to their previous position with no loss of status or seniority at any time, and can transfer to a fully comparable position if the arrangement is cancelled, and**
 - **Total vacation is defined by the senior partner, and each partner is entitled to a pro-rated portion, applying their personal seniority for scheduling purposes.**
- (PE 02-98)**

JOINT INITIATIVES

- **HEU shall establish maximum co-operation among health care workers and their Unions in defence of health care and collective bargaining.**

(17 BC 10-90)
- **That the Provincial Executive work with their HSA and BCNU counterparts, on a tri-Union basis, to protect the jurisdiction of bargaining unit work thereby protecting HEU jobs; and failing cooperation in this matter, that HEU is to put pressure on them through the use of labour councils, the BC Federation of Labour, the Canadian Labour Congress and/or any other means available.**

(19 BC 10-94)
- **That HEU seek to re-establish a tri-Union relationship with HSA and BCNU and to be subsequently followed up by the other Unions we are dealing with (BCGEU, IUOE, UFCW).**

(PE 09-97)

LABOUR COUNCILS

- **HEU endeavour to affiliate on a Local by Local basis at all Labour Councils. (PE 03-88) (16 BC 10-88)**
- **HEU will actively seek out non-affiliate Locals to encourage their affiliation. (22 BC 10-02)**

LEASING

- **HEU opposes the leasing of equipment and services by the Employer when, and only when, the lease agreement takes away the ability of our members to service the equipment and/or prevents our members from keeping current with changing technologies and skill sets. (PE 12-99)**

LIEU DAYS

- **Members requesting a replacement (lieu) day must complete the application for replacement days off, Union Leave form.**

Members must receive approval prior to taking the Union time off work at the facility.

All applications for replacement time off will be directed to the Financial Secretary, who shall approve reasonable requests to provide some relief time where required.

Members' replacement wages cannot be approved for each day off because of the cost factor to our Union.

Members should not be accumulating single hours and then claiming for a replacement day off.

Members must take off the nearest available scheduled work day to the Union sponsored event; otherwise, it defeats the purpose of a rest day. (PE 09-95)

- **The policy be included in acceptance letters to delegates/participants. (20 BC 09-96)**

LITERACY (Also see CLEAR LANGUAGE)

- **HEU will use clear language practices and principles in all communications with members. (BC 10-02)**

- **HEU supports the BEST program or its equivalent.
BC 10-02)**

LOCAL BUILDING

- **The HEU Constitution and By-Laws provide that Locals can apply to the Provincial Executive for financial assistance for Local projects and campaigns. The policy for the Local Project Fund is as follows:**
 1. **Locals can make application to the Provincial Executive for funding assistance for Local projects and/or campaigns.**
 2. **Locals and the Provincial Office work jointly on the designing, monitoring and funding of the Local project and/or campaign.**
 3. **Locals are responsible for preparing a full and comprehensive report which details the project which includes the goals and objectives, specific time limits and a proposed budget.**
 4. **Locals are accountable to the Provincial Executive on completion of the Local project and/or campaign by reporting the results, both achievements and shortcomings.**
 5. **Efforts will be made to accommodate as many Locals as possible. Multiple applications from a Local will be considered if special circumstances exist.**
 6. **Locals should consider a financial commitment; i.e. cost sharing basis to assist the suggested project and/or campaign.**
 7. **Applications will be considered based on specific Local needs that do not duplicate existing services, precedent setting issues affecting the Local and/or initiatives that benefit the Union province-wide.**
 8. **Locals may access the fund for Local building and membership mobilization providing a full proposal for the project and/or campaign has been submitted with the application.**
 9. **All Local projects and/or campaigns must receive PRIOR formal approval from the Provincial Executive before commencing.
(PE 06-96)**
- **That the Local Building Campaign by the Provincial Executive be an ongoing campaign, with focus being placed on rendering more assistance to Locals having trouble resolving issues in their Local and that this Local**

**campaign be shown as a separate line item in all future budgets, providing sufficient funding to assist Locals in the building process.
(22 BC 10-00)**

LOCAL ELECTIONS

- **It is recommended that Wardens prepare and supply a list of eligible members to the Chairperson prior to the meeting.
(PE 02-90)**

LOCAL INDUSTRY

- **HEU is against the closure of food processing industries in BC
(15 BC 02-86)**

LOCAL MINUTES

- **Where geographical factors would otherwise be prohibitive, a copy of the main sites Local minutes be forwarded to the remote site's representative.
(BC 10-00)**

LPNs – SUPPORT WHEN LICENSE REVOKED

- **The incoming Provincial Executive will develop policy and procedure on how to support LPNs if their license has been revoked.
(25 BC 10-06)**
- **LPNs / RNs - BCNU/HEU Memorandum of Agreement – Joint Action Against Privatization and Lay-Offs**
 - **The following Memorandum of Understanding between BC Nurses' Union and Hospital Employees' Union was endorsed:**

WHEREAS Medicare is under attack across Canada, and

WHEREAS the Campbell government is planning major privatization assault on our Hospitals, Long Term Care facilities and group homes,

THEREFORE BE IT RESOLVED that the BC Nurses' Union and Hospital Employees' Union work in solidarity to fight privatization and dismantling of Medicare, and

BE IT FURTHER RESOLVED that Hospital Employees' Union and BC Nurses' Union agree to actively oppose any lay off or displacement of RNs in favour of LPNs and lay off or displacement of LPNs in favour of RNs.

(PE 01-02) (Revised PE 02-02)

MARKETING

- **During HEU sponsored events, members or staff will not promote/support independent, individual private selling of products or services, without consultation and the approval of the Administrative Committee.**
(PE 08-97)

MAY DAY

- **HEU supports and participates in May Day.**
(PE 03-88)

MEDICARE

- **HEU continue to lobby to fix health care by activating a political lobbying campaign through the Locals as well as the Provincial Executive demanding that the Federal government increase funding for Canada's national treasure (public and universally accessible health care system) by a full fund 50/50 funding as a first step to rebuilding this system.**
- **That we continue our demand to fix health care by campaigning with our activists social partners and allies to prevent the growth of private, for-profit health care services and to fight for a National Home Care program to provide an integrated approach (blended care) for the desperately needed care and to reduce the cost of acute care.**
(22 BC 10-00)
- **HEU demand that the BC government take whatever measures are necessary to prevent and reverse double billing for health care services.**
- **HEU demand that the BC government instruct the Federal government to immediately restore funding to Medicare on a 50/50 cost share basis with the provinces.**
- **HEU work with our social justice coalition partners to demand that the Federal government protect our public health care system and modernize Medicare by:**

- 1. Legislating and providing the necessary funding for a National Home and Community Care Act.**
- 2. Legislating and providing the necessary funding for a National Pharmacare Act.**
- 3. Promoting and funding community health centres; utilizing a multi-disciplinary team of health care providers on salary, to include physicians, registered nurses, licenced practical nurses, social workers, physiotherapists, activity aides, etc. working to their full scope of practice.**
- 4. Enforcing the spirit and intent of the Canada Health Act by ensuring that double billing is effectively prevented; and**

**HEU will work with CUPE National to take whatever action is necessary to defend Medicare - public education, media, rallies, demonstrations, days of action, civil disobedience, up to and including a general strike.
(22 BC 10-00)**

- **HEU supports the Canadian Health Coalition Campaign for Medicare: We Fought to Get It! We'll Fight to Keep It! and demands that the Federal government:**
 - 1. Hold a National Summit on Health Care to include key elements of Canadian society as well as federal and provincial government representatives;**
 - 2. Recommit to a national, public health care system, based on the five principles of the Canada Health Act - universality, accessibility, comprehensiveness, portability and public administration;**
 - 3. Conduct a public investigation into Health Canada's failure to protect Canadians from health hazards and fraud;**
 - 4. Expand Medicare to include a national Comprehensive system, publicly funded, administered and delivered home and community care, a national Pharmacare program and a national health information system;**
 - 5. Place a moratorium on all public/private partnerships in health care delivery, administration and research involving for-profit agencies; and**

6. Establish a five billion dollar (\$5,000,000,000.00) national Health Care Fund in the 1999-2000 federal budget (three billion dollars (\$3,000,000,000.00) to restore transfer payments; two billion dollars (\$2,000,000,000.00) for a national home care program).

(21 BC 10-98)

- **HEU to press the provincial government to restore funding to health care. (15 BC 02-86)**
- **HEU is committed to a new federal/provincial cost-sharing arrangement that restores provincial accountability for health care spending. (17 BC 10-90)**
- **HEU is committed to opposing attacks on Medicare, including double billing, doctors opting out of Medicare, and the erosion of health care. (16 BC 10-88)**
- **HEU lobby the BC government and federal government to prohibit by law opting out of and extra billing by physicians and any other health care service provider. (19 BC 10-94)**
- **HEU will advocate for a national home care program to be an integral part of publicly funded Medicare services; specifically,**
 - a) **A program that is based on the five (5) principles of Medicare; that is single payer, has a single point of access and provides a continuum of prevention and treatment service,**
 - b) **A program where pharmaceuticals, supplies and equipment are provided to users in the same as they are provided in acute care,**
 - c) **A program that ensures wages, benefits and employment security are at parity with the acute care sector,**
 - d) **A program where funding is in addition to existing health care funds, with a moratorium on any further cuts to acute and long term care until a national home care program is built up; and**
 - e) **Existing and new home care programs include services provided by LPNs, rehabilitation assistants, counselors, home maintenance workers, in addition to the current services and teams.**

(21 BC 10-98)

- **HEU will continue to promote that:**
 - 1) **Our public health care system is not for sale, i.e. profits should not be made off the sick and injured;**
 - 2) **Privatized health care services be returned to public control and strengthened;**
 - 3) **User fees and the delisting of services be opposed under the principles of universal Medicare; public administration, comprehensiveness, universality, portability and accessibility;**
 - 4) **New medical technologies be reviewed to assess health care outcomes and their appropriateness given escalating costs;**
 - 5) **The Canadian government must fully enforce all provisions of the Canada Health Act and include Long Term Care, and restore their credibility by returning to a 50/50 cost sharing formula with the provinces;**
 - 6) **There be additional federal legislation to guarantee standards for Community and Home Care; and**
 - 7) **There be additional federal legislation to introduce a national Pharmacare program for all Canadians.**
- (23 BC 10-02)**

MERGERS OF LOCALS

- **Locals of fifty (50) or fewer Members that are newly certified with HEU be required to merge with an existing Local or Locals within two (2) years of achieving a contract under HEU. Such Locals shall have the ability to consider a variety of merger partners and maybe excluded from merging by the Provincial Executive where it can be shown that reasonable efforts have been made by both partners to make the merger work, but that the Locals being considered for merging are fundamentally incompatible.**

Locals of fifty (50) or fewer Members still be required to merge as per the existing policy unless there are compelling reasons to show that suitable merger partners cannot be found despite Local building assistance by the Provincial Executive and reasonable efforts being made by the Locals.

The Provincial Executive shall provide assistance to Locals already merged where problems exist in order to build Local strength. Where it can be demonstrated that reasonable efforts have been made to make the effort work, but that the merged Locals are fundamentally incompatible, the

Provincial Executive will dissolve the merger after no less than a two (2) year trial period.

**The issue of merging concerns be one of the top priorities for the Provincial Executive.
(22 BC 10-00)**

- **Past eligibility be credited to members running for office for merging Locals.
(PE 04-97)**
- **In the case of Local mergers crossing HEU regional boundaries, the new Locals will be placed in the region where the majority of members are currently located.
(PE 03-98)**

Bank Accounts

- **Merging Locals are encouraged to combine bank accounts.**

Merging Locals that are considering retaining pre-merger bank accounts must write specific language into their merger agreements, i.e. bursaries, educational opportunities, hardship funds, etc.

This language must be approved and ratified by each Local's membership in order to authorize the new Local Executive to spend these funds appropriately.

**Regardless of the month that dues were deducted, the Local rebate calculation will be adjusted in the month following Provincial Executive approval of the merger agreement.
(PE 01-98)**

MINIMUM / MAXIMUM WAGE

- **HEU supports the concept of an increase in the minimum wage to a level that is equivalent to or exceeds the official poverty line for single wage earners.
(15 BC 02-86)**
- **The HEU support, by way of letter to the government and lobby members of the legislative assembly, the immediate increase of the minimum wage to BC Federation policy which will reduce the work week to 52 hours to reach the poverty level and that this rate should have a COLA clause attached to it so that non-union workers will receive an automatic increase each year**

based on the increase in cost of living.
(19 BC 10-94)

- That HEU press for a national maximum wage of ten (10) times the average wage.
(21 BC 10-98)
- HEU will fight to raise the minimum wage to allow for a reasonable standard of living, and opposes any two-tier minimum wage system.
(23 BC 10-02)

NATIVE RIGHTS

- HEU supports land claims negotiations with the First Nations of BC and supports the concept of aboriginal title.
(17 BC 10-90)
- HEU support this nation of peoples in their request for self-government and control of the lands and resources promised to them.
(19 BC 10-94)
- HEU respect and recognize the autonomy of each First Nation in determining whether or not to participate in the treaty process.
(20 BC 09-96)
- HEU recognize that a First Nations member can only speak for their own nation and cannot and will not speak on behalf of those nations to which they do not belong.
(20 BC 09-96)
- HEU supports the position that a referendum is not required to settle First Nations' land claims, but that these are fundamental human rights issues.
(21 BC 10-98)
- HEU supports First Nations equity hiring policies for governments.
(21 BC 10-98)

NEGOTIATIONS - ONE CONTRACT FOR ALL

- That the Union bring all Locals under the Master Agreement upon expiration of their contracts.
(20 BC 09-96)
- That HEU continue to actively lobby the government to remove the line between facilities and the community.
(21 BC 10-98)

NO SHOW

- **Members that are “No Show” to HEU events, and do not contact the Union to cancel, will not be considered for future HEU educational opportunities or opportunities to attend external conferences such as the BC Federation of Labour or CUPE for a period of one (1) year;**
- **Members attending Union sponsored events will be teamed up as a “buddy system” with a Provincial Executive member or another member;**
- **Members may apply for special dispensation to the Financial Secretary or designate.
(PE 05-01) (Revised PE 03-03)**
- **Members accused of violating HEU polices shall be given full disclosure of the accusations against them, and an opportunity to defend themselves before any decisions are made, and that a full investigation be conducted before any subsequent punishment is given out.
(24 BC 10-04)**

NURSING TEAM

- **HEU is committed to a campaign for job security for licensed practical nurses.
(14 BC 09-84) (16 BC 10-88)**
- **HEU is committed to a campaign to save the nursing team.
(17 BC 10-90)**
- **The Provincial Executive Nursing Team sub-committee be available to visit Locals upon request.
(18 BC 10-92)**
- **That the committee send reports as issues arise.
(19 BC 10-94)**
- **HEU recognizes and supports the full title of Licensed Practical Nurse.
(19 BC 10-94)**
- **That the name, Licensed Practical Nurse (LPN), be used on all correspondence.
(19 BC 10-94)**
- **HEU will lobby the provincial government to institute adequate staffing levels for nursing care.
(22 BC 10-00)**

OCCUPATIONAL CONFERENCES

- **HEU, as a prelude to bargaining continue to hold the Occupational Conferences in all sectors, including but not limited to one (1) in each of the six (6) job families, i.e. patient care, technical, trades, clerical, support services and patient care technical and these conferences take place no later than September of the year preceding contract expiration, beginning with the current (2006 – 2010) Collective Agreement’s expiry date (25 BC10-06).**

OCCUPATIONAL HEALTH AND SAFETY

- **HEU will lobby government, Health Authorities and regulatory bodies to ensure:**
 - **Codes and regulations are being adhered to.**
 - **Work skill requirements are maintained and enhanced.**
 - **Retention of qualified and experienced personnel for the safe and efficient maintenance and operations of BC health care infrastructures.**

**This campaign will include all HEU certifications in all sectors.
(25 BC 10-06)**

- **HEU opposes mandatory testing (of patients carrying blood borne diseases) and continues to advocate for strong preventative occupational health and safety policies and practices to protect health care providers.
(22 BC 10-00)**
- **Health and safety on the job is an individual's right and not a privilege granted to the employee by the Employer.
(15 BC 02-86)**
- **HEU lobby for safe patient staffing ratio for all shifts.
(19 BC 10-94)**
- **HEU strongly urges the government to increase funding to meet workload demand.
(22 BC 10-00)**
- **HEU will implement a “No Manual Lift” policy.
(22 BC 10-00)**

ORGANIZING MODEL OF TRADE UNIONISM

- **HEU continues to promote the "Organizing Model" of trade unionism among members and staff at Local, regional and provincial levels while recognizing that this model is a long term goal, and one which cannot completely replace traditional approaches to servicing.
(19 BC 10-94)**

PALLIATIVE CARE LEAVE (See Employment Insurance)

PAY EQUITY

- **HEU supports the principle of equal pay for work of equal value.
(15 BC 02-86) (16 BC 10-88) (17 BC 10-90) (21 BC 10-98)**
- **HEU shall work with coalitions such as Women for Better Wages to achieve pay equity for all workers in the province of BC through collective bargaining and legislation.
(17 BC 10-90) (21 BC 10-98) (Consolidated PE 03-00)**
- **HEU demands that the BC government pass pay equity legislation and will plan an active role in the community-based pay equity coalition fighting for a pay equity law in BC.
(22 BC 10-00)**

PEACE

- **HEU is opposed to world-wide nuclear weapons testing.
(16 BC 10-88)**
- **HEU supports a new defence policy with the goal of world peace and disarmament.
(17 BC 10-90)**
- **HEU reaffirms the Union's commitment to participate in global justice and peace campaigns, and urges the Canadian government to advance diplomatic interventions directly and through the United Nations to strengthen and enforce international covenants and laws, prosecute war criminals, actively encourage democracy, free elections and respect for human rights, and other measures explicitly designed to promote peace and non-violence around the world.
(24 BC 10-04)**

PENSIONS (Also See Privatization / P3s)

Canadian Pension Plan (CPP)

- **That HEU endorse and distribute the Position Statement of the Public Pension Information Network (PPIN) in Opposition to the tabled CPP Amending Legislation, Bill C-2. (PE 03-97)**

PPIN Statement Summary:

PPIN supports a publicly controlled, pay-as-you-go, employment based and fully portable Canadian Pension Plan, as envisioned when CPP was established. Contrary to deceptive public statements by those proposing radical changes, the current (1997) CPP is sustainable and is not about to run out of money.

PPIN, along with the BC and Saskatchewan provincial governments, is on the record as opposing changes to the CPP Act as tabled in the House of Commons on February 14, 1997. These changes would rapidly increase contributions and reduce pensions and benefits. Women and persons with disAbilities will be particularly disadvantaged. Further, the amendments will privatize control and investment of the reserve in this public fund.

The PPIN statement details specific changes and their impacts, and offers an alternative framework to achieve the necessary results while advancing the interests of working Canadians. (PE 02-98) (21 BC 10-98)

- **HEU demands that the federal government restore the Canada Pension Plan by:**
 1. **Maintaining investment management in the public sector;**
 2. **Re-committing to keeping the retirement age at sixty-five (65) years or less;**
 3. **Phasing in increased contribution rates over the next thirty-five (35) years, rather than doubling them over the next six (6) years;**
 4. **Increasing the limit on earnings subject to contribution so that the rich pay their fair share;**

5. Restoring and improving benefits for the disAbled;
6. Maintaining benefit levels and ensuring continued full indexing to inflation; and
7. Maintaining survivor benefits.
(21 BC 10-98)

Municipal Pension Plan

- HEU will go on record as opposing increased premium costs and/or the elimination of extended health, dental and medical services plan for retirees; and
- The HEU policy is that the extended health, dental and medical services plan be maintained for future retirees and without increasing the cost to these retirees; and
- The HEU will undertake to campaign to the employers in the plan to provide whatever funding is necessary to maintain these benefits; and
- The HEU encourages other unions in the Municipal Pension Plan to do the same.
(25 BC 10-06)

Superannuation

- HEU endorses the principle that workers must have greater control over their Pension Plan, and will press for a form of joint trusteeship of the Pension plan that provides maximum control over any surplus for Plan members and minimizes the risk of any unfunded liabilities on Plan members. Any proposal for joint trusteeship will not be endorsed by HEU until there has been full and complete discussion by the Provincial Executive and ratification by the HEU membership.
(PE 03-99)

Plan Investments:

- HEU does not support using members' pension funds to invest in public/private partnerships. Instead, the Hospital Employees' Union supports using members' pension funds to invest in social partnerships that build up publicly owned and publicly operated infrastructure like public long-term care facilities or public hospitals.
(PE 06-02)

- **HEU encourages that the retirement age formula add up to eighty (80).
(23 BC 10-02)**

PHARMACEUTICAL/DISPENSING FEES

- **HEU supports the concept of guaranteed affordable pharmaceutical prices and dispensing fees.
(16 BC 10-88)**
- **That HEU join with our partners in the Canadian Health Coalition in campaigns to win a national Pharmacare program.
(21 BC 10-98)**
- **HEU calls for the repeal of Bill C-91 (drug patent law) and the subsequent Bill S-17 which have served to escalate pharmaceutical costs in the health care system, and will lobby the federal government to introduce a national drug plan with economies of scale achieved through bulk purchasing and reverence based drug pricing similar to the system in British Columbia.
(23 BC 10-02)**

PICKET POLICY

- **HEU has taken the position that it is inappropriate for its members to cross picket lines and is committed to the policy of the BC Federation of Labour to honour all legally established picket lines.
(PE 03-88)**

POLITICAL ACTION

- **HEU supports those politicians who support the aims and objectives of the HEU.
(16 BC 10-88)**
- **HEU supports the election of municipal candidates who promote policies consistent with those of the labour movement.
(15 BC 02-86)**
- **Any HEU member running for political office keeping in line with HEU's Constitution and By-Laws to be granted upon written request and endorsement of the Provincial Executive, a donation up to \$1,200.
(PE 11-86) (20 BC 09-96)**
- **HEU Locals will be encouraged to support progressive, pro-labour (Municipal) candidates.
(21 BC 10-98)**

- **HEU encourages and supports our members and other progressive people interested in running for municipal elections.
(23 BC 10-02)**

POLITICAL FUND RAISING AND DONATIONS

- **The Hospital Employees' Union, upon requests for donations towards fund raising dinners and functions will donate up to a maximum of \$1,000 per year to politicians and organizations who support our aims and objectives. For example, the Vancouver Status of Women, NAC, and the BC Coalition of People with disAbilities.**
- **These dinners and functions will be set aside for HEU members first and then staff on a first come basis.**

**In addition, if other HEU members over and above the allowable seating, to a maximum of 10, request tickets to these events, HEU will reimburse up to the cost or maximum of \$50.00. Reimbursement will be made providing they did attend the function and a receipt is provided.
(PE 10-94) (Revised PE 05-99)**

Political Donations to Labour Councils

- **Prior to any financial donation to Labour Councils, relating to municipal, provincial or federal elections, (HEU) Locals within the jurisdiction of the Labour Council will be advised of the donation, and will also be involved in member releases for working on candidate campaigns.
(PE 03-00) (Revised PE 10-02)**

Members Donations When Seeking Elections for Municipal, Provincial or Federal Elections

- **That members of HEU seeking election at the municipal, provincial or federal government levels provide a written report outlining their positions and intention when running in political elections.**

HEU members' presentations confirm their support for our aims and goals

**That candidate reports be forwarded to the Political Action Sub-Committee who will use guidelines as to HEU's expectations of candidates' conduct and platform, prior to any donation being made and the committee's recommendations be forwarded to the Provincial Executive for consideration.
(PE 03-00)**

- **HEU supports the NDP in as far as it continues to support our goals and ideals. Where no NDP candidate is running in provincial elections, HEU will work with labour and social organizations in those constituencies to promote any independent candidate who agrees to uphold our principles. (23 BC 10-02)**
- **HEU will assist with recall campaigns in constituencies where supportable candidates have been identified to run in by-elections. (23 BC 10-02)**

POVERTY

- **HEU reaffirms its commitment to fight against poverty. (21 BC 10-98)**
- **HEU demands that the federal and provincial governments actively combat poverty by ensuring adequate funding to provide realistic assistance rates, greater accessibility to needed benefits, a higher minimum wage, positive training and job creation and universal access to education and health care. (21 BC 10-98)**

PRIVATIZATION / PUBLIC-PRIVATE PARTNERSHIPS (P3s)

- **That HEU continue to work with our social justice partners to resist public-private partnerships, particularly in seniors' care and laboratory services. (22 BC 10-00)**
- **HEU will actively lobby government to curtail/eliminate private-for-profit companies in health care. (21 BC 10-98)**
- **HEU will actively participate in the CUPE National campaign against public-private partnerships and will press the Provincial government to reject the dangerous option of public-private partnerships and the loss of public control. (21 BC 10-98)(PE 06-09)**
- **HEU opposes the plans of any Union to reach a “sweetheart deal” with health care profiteers. (PE 05-02)**
- **HEU reaffirms its opposition to privatization and downsizing of long-term care, home support, mental health and other health services. (23 BC 10-02)**

- **HEU condemns the efforts of corporate privatizers to impose a hit list hiring ban against working people.
(23 BC 10-02)**
- **HEU opposes any effort by Pacific Blue Cross to be involved in the privatization of BC Pharmacare.
(PE 09-01)**
- **HEU opposes any attempt by the BC government to contract-out public services that could put the personal information of British Columbians within the reach of the USA PATRIOT Act through contracts with US based corporations or their Canadian subsidiaries, and urges that Canadian government to call upon the US government to ensure that the USA PATRIOT Act not apply to any US corporations that conduct business in Canada.
(23 BC 10-04)**
- **HEU will build networks with the BC NDP and the Federal NDP with the intent to strengthen public policy for health care and long-term care; and**
- **HEU works towards training health care advocates to work in coalitions to defend a public Medicare system; and**
- **HEU works with other labour organizations and social action networks in the effort to stop the “BC Experience”.
(25 BC 10-06)**

PROVINCIAL EXECUTIVE ATTENDANCE AT LOCAL MEETINGS

- **Provincial Executive members who attend Local meetings are representing the Provincial Executive.**
- **Requests for specific Provincial Executive members to attend Local meetings as observers only and/or to answer policy (not servicing) related questions will be up to the discretion of the Province Executive member that is invited. In such cases, all expenses are the responsibility of the requesting Local and the Provincial Executive members.**
- **Other requests for Provincial Executive members to report/speak at Local meetings with funding assistance must be approved by the Administrative Committee. The Administrative Committee will be guided by the principle of equalizing opportunity by considering regional travel/expense/accommodation disparities, but within budget allowances.**
- **Provincial Executive members should inform the Servicing Representative of their visit in advance. Whenever possible, by way of preparation, there**

should be discussion between the Provincial Executive member and the representative regarding current Local issues.

- All servicing contract/interpretation related matters are to be referred to the appropriate Servicing Representative or Director.
- Any request from a Local for a Provincial Executive member to visit must be approved in advance by the Local Executive or the membership.
- Provincial Executive members attending Local meetings or functions must submit a written itinerary of Locals visited/date/type of event to the Executive at least once every three (3) months.
- The three (3) full time officers may attend any Local meetings or events to carry out the business of the Union.
- The Locals are to be advised of this policy.
(PE 08-01)

PROVINCIAL EXECUTIVE - COMPLAINTS AGAINST

- When a policy decision by the Provincial Executive involves any discipline or punishment, the member may launch an appeal. This appeal will result in a committee from the region where the member works being formed. This committee will be formed from nine (9) Local officers, drawn randomly. The complainant and the Provincial Executive shall each have the right to challenge two (2) Local Officers of the committee. The first five (5) unchallenged Local Officers shall form the committee. This committee shall be empowered to hear all aspects of the case and shall have access to any pertinent information. The recommendations of this committee shall be binding.
(24 10-04)

PROVINCIAL EXECUTIVE ELECTIONS

- Effective the 19th Biennial Convention each delegate may be involved in a question and answer period, time and place to be set by the Provincial Executive.
(18 BC 10-92)

PROVINCIAL EXECUTIVE - EMAIL POLICY

- **The use of e-mail as a tool for communication is now accepted practice. Along with this practice is a responsibility and a liability. HEU, as the employer, is responsible for such legal issues as harassment claims, defamation claims, unauthorized disclosure of confidential information and infringement of copyright material.**
 - 1. The e-mail system must not be used to transmit pornographic, profane or sexually explicit materials.**
 - 2. HEU will not tolerate the use of the e-mail system to send offensive remarks about race, religion, ethnicity, sex, sexual orientation or disability.**
 - 3. The Provincial Executive are prohibited from intentionally searching, downloading or forwarding material that is obscene, discriminatory, defamatory, pornographic, threatening or otherwise offensive from the Internet.**
 - 4. E-mail must never contain false or derogatory statements about individuals, unions or companies.**
 - 5. E-mail must not be used to duplicate or transmit copyright material without the copyright owner's written permission.**
 - 6. The Provincial Executive should not send confidential information through the Internet to unauthorized persons and organizations.**
 - 7. The e-mail system must not be used for any illegal or unethical activity or any activity that could adversely affect the union.**

It should be noted that the Union owns the e-mail accounts and all data communicated through them. This policy will be reviewed and updated to ensure it is current with any changes in the law.

Violations to this policy will be subject to discipline under the Constitution and By-Laws.

Persons violating the terms of the policy may face punishment under the terms of the Charges, Trials and Penalties under the Constitution and By-Laws.

(PE 10-05)

PROVINCIAL EXECUTIVE LIAISON

- **The Provincial Executive will liaise more with members.
(20 BC 09-96)**

PROVINCIAL EXECUTIVE MEETINGS OPEN TO MEMBERS

- **Provincial Executive meetings are open to the membership to attend without voice or vote, as follows:**
 - **That this be at no cost to the Hospital Employees' Union for the members to attend;**
 - **The Provincial Executive meeting agenda to be available through a section on the Web site, or on request;**
 - **A calendar of dates will be prepared and that an event be planned on a regular basis for members to come and meet the Executive on adjournment of regular meetings;**
 - **Areas of a confidential nature will be determined in advance of the meeting and these sessions be considered "in camera" and not available to the membership;**
 - **Members that wish to attend an Executive meeting should pre-register by phone, fax or drop in at the Provincial Office;**
 - **Members that drop in without pre-registering would also be entitled to attend providing space/seating is available;**
 - **Members attending Provincial Executive meetings be limited to one (1) day;**
 - **Every effort will be made to accommodate members or guests with disAbilities;**
 - **Information will be circulated to the Locals that the Provincial Executive is available and that there be equal access to all Locals, if possible;**
 - **Serious consideration will be given to having Provincial Executive meetings out of town in budget discussions;**
 - **This process will be reviewed in six (6) months.
(PE 10-01)**

PROVINCIAL EXECUTIVE MEMBERS VOLUNTARILY WORKING IN MANAGEMENT POSITIONS

- **HEU Provincial Executive members who are voluntarily working in a management position in the industry, even on a temporary basis, will be expected to immediately step down from the Provincial Executive for the remainder of their elected term.
(PE 03-02)**

PROVINCIAL EXECUTIVE SUB-COMMITTEES

- **To ensure a cohesive work plan, that there be a meeting following each Convention where all the newly appointed committees meet together with the Provincial Executive to build a common understanding of the Union's goals and objectives for the following two years.
(25 BC 06)**
- **The structure of sub-committees consists of a maximum of two (2) Provincial Executive members and up to five (5) members chosen from the general membership.**
- **The committees have co-chairs, one (1) elected from the Provincial Executive and one (1) elected from the other committee members
(25 BC10-06)**
- **Establish a Policy Manual Committee comprising of three (3) members of the Administrative Committee and three (3) Provincial Executive members.**
- **Establish a Constitutional Review Committee comprising three (3) members of the Administrative Committee and four (4) Provincial Executive members.**
- **Establish a Political Action Committee comprising two (2) Provincial Executive members and five (5) HEU members.**
- **Establish an International Solidarity Committee comprising of two (2) Provincial Executive members and five (5) HEU members.**
- **Establish a Women's Committee, Anti-Privatization Committee, Nursing Team Committee, OH&S Committee, Technical and Professional Committee, each consisting of two (2) Provincial Executive members and five (5) HEU members.
(PE 01-96)**
- **Establish a Men's Committee comprising of two (2) Provincial Executive**

members and five (5) HEU members.
(22 BC 10-00)

- **Establish a Young Workers' Committee comprised of five (5) HEU members who are thirty (30) years old and under, plus two (2) PE members.
(PE 12-00)**
- **Establish a Benchmark Review Committee, and that this committee be drawn from the general membership to represent each of the 12 job families as follows:**
 - **Clerical, Housekeeping, Laundry, Maintenance, Miscellaneous, Patient Care, Patient Care Technical, Stores, Trades, Transportation, Food Services and Computer Services.
(24 BC 10-04) (PE 12-04)**
- **Establish a Clerical Committee.
(PE 12-04)**
- **Establish a Pensions Committee.
(PE 12-04)**
- **Establish a Support Workers Committee.
(PE 06-05)**
- **Selection of Members and Alternates:**
 - **Wherever possible, two (2) alternates will be approved by the sub-committee and the Provincial Executive for each sub-committee,**
 - **Alternates will be called to the sub-committee only upon a permanent vacancy arising,**
 - **A member chosen as a committee member cannot be an alternate to another committee, and**
 - **Whenever possible, members cannot be selected to more than one committee (excluding the Provincial Executive).
(PE 04-01)**
- **Selection of Provincial Executive Alternates:**
 - **At the time of the Executive's selection / election, there will be names put forward as Alternate #1 as is done for the membership.**
 - **If Alternate #1 is not available, then the vacancy will be filled by an**

election of the full Provincial Executive.

- **If an Alternate moves up to the Provincial Executive, they do not automatically take over from the position that was vacated by the previous Executive member.**
(PE 06-01)

Guidelines for Provincial Executive Sub-Committees with Local Activists

■ **Goal:**

The goal of these sub-committees is to broaden discussion of issues within the leadership of HEU, provide detailed background information and to undertake activities in their area of work as approved in principle by the Provincial Executive.

■ **Composition:**

These committees will usually be composed of two (2) Provincial Executive members and five (5) Local activists.

The President, Secretary-Business Manager and Financial Secretary are members of these committees but will not be expected to attend meetings.

The term for the sub-committee members will be for two (2) years.

An expression of interest will be circulated to all Locals for activists to put their names forward, and the activists will be appointed by the Provincial Executive on the recommendation of the Executive Committee members of the sub-committee.

■ **Co-Chairperson:**

The Co-Chairperson will be selected by the Provincial Executive members for the committee from among the Provincial Executive members.

The Co-Chairperson's responsibilities include:

- 1. Calling the meetings in consultation with the sub-committee members and the assigned staff, ensuring that all members receive adequate notice of meeting times and locations;**
- 2. Work with committee members and assigned staff to carry out the decisions of the sub-committee between meetings;**

3. Prepare a brief written report to be circulated in the Provincial Executive mail following each sub-committee meeting;
4. Identify those sub-committee recommendations which require full Provincial Executive consideration; and
5. The Committee Chairperson shall ensure that a current listing of the names, Locals, home and work telephone numbers and addresses of each committee member are provided to the Provincial President, Financial Secretary, Secretary-Business Manager and assigned staff.

■ **Budget:**

Each year the sub-committee will prepare a proposed plan of work and proposed budget (prior to November) and submit it to the Financial Secretary.

Budget proposals should be broken down between meeting expenses and action plans and each section should be as detailed as possible, along with justification for the expense.

Meeting expenses typically include lost wages, per diems, dependant care, travel and accommodation for committee members, meeting room rental, nutrition break supplies etc. The proposal should indicate the number of meeting days X the routine expenses anticipated for each.

Action plan expenses match the Committees objectives for the fiscal year and could include Newsletter production and distribution, special events such as conferences, development of educational materials, memorabilia and other costs.

Any decision make by the Committee which requires that funds be spent (within any line item of the approved budget), must be endorsed by the Committee by motion. Any other expenditures (outside the approved budget) must be pre-authorized by the Financial Secretary. Unionized goods and services must be utilized whenever possible.

The budget will be subject to Provincial Executive approval.

■ **EDUCATION PROGRAMS**

Education programs must be made available to the whole HEU membership as per Article XXI Section E of the HEU Constitution and By-Laws, which states that:

“all subsidized Educational programs established by or subscribed to by the Union shall be open by application to all members.”

The term “Educational Programs” has been interpreted to include conferences and conventions as well as seminars etc. Therefore, Committees must not send committee members to education opportunities to the exclusion of the general membership. Any uncertainty as to whether or not an event falls under Article XXI should be referred to the President for a decision.

Specific invitations to speak to a conference or to facilitate at a seminar may be filled by a Committee member without violating Article XXI. This should be cleared through the Administrative Committee.

The sub-committee may make decisions and take action in areas that are consistent with HEU policy and within its budget. In addition, the sub-committee may make recommendations to the Provincial Executive to establish new policy or to take action and/or spend money in broader areas. Any concerns about whether a particular issue or decision is solely within the scope of the sub-committees or the Provincial Executive should be brought to the attention of the Administrative Committee.

■ Minutes

A committee member should be assigned to take minutes of all meetings. All minutes should be given to the staff liaison person to have typed and specific follow up notation included in the margin. Minutes should be approved at the next committee meeting and then provided to staff for circulation to the Provincial Executive.

■ Staff Role

The Secretary-Business Manager will arrange to provide the necessary staff resources to the sub-committee. The sub-committees do not direct staff, who have other union assignments to carry out as well. If problems arise, the Chairperson should raise them with the Secretary-Business Manager.

Staff are not to be excluded from any sub-committee discussions unless instructed by the Secretary-Business Manager or designate, that is, there are no in camera sessions.

Staff responsibilities include:

- 1. Working with the Chairperson to ensure that all members receive**

- adequate notice of meeting times and locations;
2. Ensuring that meeting dates are provided to the assigned secretary for circulation to the Provincial Executive;
 3. Working with the Chairperson and committee members to carry out the decisions of the sub-committee between meetings;
 4. If requested, assist the Chairperson in preparing a brief written report to be circulated in the Provincial Executive mail following each committee meeting;
 5. Ensuring that Finance is aware of any budget decisions that are made by the sub-committee; and
 6. Ensuring that a copy of the final minutes are provided to the assigned secretary for circulation to the Provincial Executive.
- (PE 03-99)

PUBLIC SCHOOL EDUCATION

- HEU supports the restoration of adequate funding and autonomy to local school boards with the power to tax industrial and commercial property.
(15 BC 02-86)
- We lobby the Provincial Government to put unionism on the school curriculum and lobby the BC Fed, the CLC and other progressive Unions to develop union friendly education programs and pressure Provincial Ministries of Education to present a fair and balanced image of unions and labour history.
(22 BC 10-00)
- HEU supports the Canadian Federation of Students in their demands for a progressive reduction in post-secondary tuition fees by 5% in each academic year, increased provincial funding, additional fully funded seats dedicated to students unable to pay, and a restored and expanded grants program; and calls on the federal government to restore federal funding for post-secondary education by increasing transfer payments by at least \$3.7 Billion (1993 levels) and to negotiate a national agreement on standards of quality, accessibility and mobility.
(23 BC 10-02)

QUALITY CIRCLE/NEW MANAGEMENT TECHNIQUES

- HEU oppose the unilateral imposition by the Employer of new management techniques, Quality Circles and Quality of Work Life programs.
(18 BC 10-92)

- **HEU participation in any quality circle/new management technique program be strictly on the basis of improving working conditions and job security; and based on a Union negotiated agreement with the Employer.
(18 BC 10-92)**

RECOGNITION OF SERVICE

- **HEU recognizes the service of members who are on the Provincial Executive Sub-Committees, Standing Committees, Bargaining Committees, National Committees, National Working Groups and members of the Provincial Executive, as follows:**
 - **Service with various committees and the recognition be limited to one (1) Certificate of Appreciation and per diem;**
 - **A Certificate of Appreciation be developed for presentation;**
 - **Each member being recognized will be presented with a cheque in the amount, per diem times years;**
 - **Members must have served a minimum of one complete term to be eligible for recognition;**
 - **Members that have been active for a period of ten (10) years or longer be presented with a special memento of the HEU;**
 - **HEU will continue with plaques for past Executive members and implement a similar plaque for members of the Provincial Bargaining Committee who have completed a full term;**
 - **HEU will make every effort to sponsor an event for the Bargaining Committee upon conclusion and ratification of the Collective Agreements.**

**This policy is effective at the conclusion of the Twenty-Second Biennial Convention and the Fifteenth Provincial Wage Policy Conference, and also covers incumbent members.
(PE 05-01)**

RECYCLING

- **HEU is committed to using wherever possible recycled paper and paper products.
(17 BC 10-90)**

REGIONAL CAUCUSES

- **HEU will establish a caucus of one (1) representative from each Local in each region, to meet a minimum of once every six (6) months. Caucus meetings will be chaired by the Regional Vice-President or, in his/her absence, by an alternate from the region. These caucuses can call meetings within their respective regions as necessary, within an assigned budget.
(25 BC 10-04)**

REGIONAL VICE-PRESIDENTS

- **Regional Vice-Presidents are nominated by regional caucuses and are elected by the Convention to represent the membership as a whole. These positions are established to ensure that a member from each region sits on the Provincial Executive.
(PE 03-88) (16 BC 10-88)**
- **Regional Vice-President Alternates – should a Regional Vice President be unable to attend a meeting of the Provincial Executive, a regional alternate shall be designated to attend in their place:**
 - **A meeting of the Provincial Executive is a full session, whether the meeting be one or several days,**
 - **Only regularly scheduled meetings are covered by this policy,**
 - **Regional Vice-Presidents must give notice to the Administrative Committee with as much advance notice as possible when they are not able to attend the regularly scheduled PE meeting,**
 - **An orientation will be available to all RVP Alternates to the PE,**
 - **The Alternates are covered by confidentiality (Constitution & By-Laws) and conflict of interest considerations,**
 - **PE minutes and agendas will be forwarded to the Alternates for information purposes, and**
 - **The Alternates will provide a report to the RVP to ensure that there is no break in the communications link with the Provincial Executive.
(24 BC 10-04) (PE 11-04)**

REMOTE SITES

- **The guiding principles for remote sites (multi-site certifications) be that each site under fifty-one (51) Members join a geographically appropriate Local, subject to concurrence with the legal department, and to change should the requirement of Membership under fifty-one (51) change by the Provincial Executive or policy.
(PE 7-01)**

SCABS

- **The HEU will not accept into its membership anyone who has "scabbed", either for pay or as a volunteer against HEU.
(PE 01-87)**

SENIORITY

- **After transfer to Union coverage, the employee should be given full recognition of his/her seniority and service with the Employer.**
- **Before transfer, however, the excluded employee does not have any seniority and cannot use his/her years of service with the Employer to outbid a Union member.
(PE 05-97)**
- **In negotiating with employers who are amalgamating or transferring services, the Union will press for full recognition for all seniority hours, subject to the yearly maximum limited to that which a full-time worker could accumulate.
(PE 11-96) (Revised PE 09-99)**
- **Even if there is no Collective Agreement requirement obligating the employer, in the event that a facility or service is closing or downsizing significantly, the Union will press other employers for full recognition for all service and seniority hours subject to the yearly maximum.
(PE 07-00)**

REGIONAL SENIORITY AND CERTIFICATIONS:

- **HEU regional seniority (based on Health Authority regions) will be pursued to protect HEU members' rights.
(PE 04-02)**
- **Mergers of Locals and/or seniority lists of a common Employer are to be designed to ensure a cap is maintained equivalent to one (1) FTE and adjustment calculations are to reflect the number of hours in an FTE for earlier Collective Agreements.
(23 BC 10-02)**

SERVICING

- **HEU to accommodate rural areas with adequate servicing representatives taking into consideration distance travelled or increasing service accordingly.
(22 BC 10-00)**

SMOKING

- **Smokers at Conventions or Conferences are requested to stand away from doorways and entrances while smoking to allow those who must enter or leave to do so without having to inhale second hand smoke.
(22 BC 10-00)**

SOCIAL EVENTS – MEMBERS ASSIGNED TO ATTEND

- **For events such as, but not limited to, local dinners, events, parties and socials etc. those Provincial Executive, members or staff assigned to attend by the appropriate body are covered by Union business.
(PE 03-03) (Revised PE 10-03)**

SOCIAL EVENTS – MEMBERS VOLUNTARILY ATTENDING

- **If Provincial Executive, members and staff represent the Hospital Employees' Union at social events, the price of the tickets are paid for by the Provincial Office for fundraising events.**
- **Events such as, but not limited to, voluntary local dinners, events, parties and socials etc. are not covered by Union business, and HEU will not incur any cost/liability that may arise from attending these events.
(PE 03-03) (Revised PE 10-03)**

SOCIAL PROGRAMS

- **HEU demand the Provincial government restore all eliminated or under funded programs by the previous Social Credit government.
(18 BC 10-92)**

STRATEGIC PLAN

- **HEU's strategic plan for the next five to ten years, is based on a document entitled "New Era: Preliminary Discussion" as follows:**
 - **Critical Engagement**

HEU will need to change from a policy of enhanced consultation to a policy of critical engagement and enhanced confrontation, both at the provincial and local levels. This will be a process that will take place at

different paces depending on the reaction of the government and individual employers.

Essentially, it means that HEU will engage in joint processes only when it is in the members' interests and choices will have to be made each time on the extent of engagement from the inside and the extent of criticism from the outside. Provincially this means that HEU will treat the Liberals in the same way as we did the NDP – we should not be afraid of working with the Liberals when it is in the interest of our members to do so, and at the same time we should not hesitate to criticize the Liberals and propose constructive alternatives when their actions are harming our members.

HEU will need to work with local activists to assess employers at the local level to decide when to engage in enhanced consultation that is real, and when to withdraw from sham processes that employers are using to distract us.

- **Solidarity with Health Care Unions**

HEU must work jointly with all health care unions by engaging in specific campaigns around issues that unite us.

- **Reaching Out/Coalition Work**

HEU must work at all levels to reach beyond its own members for allies in the fight back movement against Campbell's Liberals. This includes a more active Provincial Executive working with our natural allies in the labour, seniors, women's, youth, First Nations, students and international solidarity movements. It means more staff and local activist involvement in labour councils, community based campaigns and other solidarity work.

- **Consolidate our place in CUPE**

HEU must take our proper place in the Canadian Union of Public Employees to make our Union a strong, national, progressive voice, both to come to our aid in the fights ahead in BC and to have some bargaining success among health services and support workers across the country. This means taking a major role in the CUPE National Convention this fall and pressing for a national health services network.

- **Revitalize the Union Internally**

HEU must change to be ready for the New Era. Here are some ways to consider:

1. Engage in a review of the 2001 round of bargaining with the locals in the fall to develop a consensus for necessary changes in direction at the 2002 HEU Convention, the Wage Policy Conference in 2003 and a plan of action for the next round of bargaining in 2004;
2. Strengthen the relationship between the Provincial Executive, the staff and local activists through more joint initiatives;
3. Provide leadership to our local activists and members in the period of uncertainty following the change in government through improved servicing, local building and outreach;
4. Develop a strategic plan that lays out HEU's long term goals and how to achieve them; and
5. Determine ways to support our Social Services members in the next round of bargaining.
(PE 06-01)

STRIKE PAY

- All Locals to receive a supply of strike/picket pay cards.
(18 BC 10-92)
- Should extra help be required in the process of producing strike paycheques, people will be booked off from computerized finance/payroll departments of hospitals.
(18 BC 10-92)

SUBSTANCE USE & CRIMINAL JUSTICE

- HEU lobby both the Federal and Provincial governments to enhance harm reduction measures as follows:
 1. Provide further funding for needle exchange programs to ensure there are services available twenty-four (24) hours a day, seven (7) days per week in each Health Region.
 2. Fully fund a medically supervised drug dispensation system pilot project.
 3. Support the concept of at least one (1) integrated service agency for IDU's (injection drug users) per Health Region which would include as a minimum a "safe environment" for users to get off the street to receive resources for harm reduction, including safer sex and safe injecting techniques, peer counselling, information about social services and needle exchange.

4. **Implementation of sentencing options such as “drug courts” provided there are detoxification and treatment facilities available.**
5. **Increase and fully fund detoxification and accompanying treatment services throughout the province.**
6. **Establish a Substance Use Commission with the responsibility to develop a strategic plan for reducing the negative consequences of drug use.**
7. **The purchase, possession and consumption of illicit substances for adult personal use be addressed as a health and social issue.**
(22 BC 10-00)

SUCCESSORSHIP

- **HEU demands successorship protection for all public sector workers as a matter of public policy.**
(21 BC 10-98)

TAPE RECORDING MEETINGS

- **A member may not tape or video record any part of the proceedings of any HEU function, without having first obtained authorization from the Administration Committee.**
- **Once authorized, the members at the meeting must be informed that the session is being recorded.**
(PE 04-95)

TAXATION

- **HEU supports a federal tax structure that is fair, that reverses the tax burden from individuals to the corporations.**
(16 BC 10-88)

TECHNOLOGICAL CHANGE

- **HEU endorses the CLC objectives on technological change through:**
 - **education of its members on the impact of technological change and labour's demands for reducing its harmful effects,**
 - **creating awareness in our local communities through the development of a labour strategy to protect existing jobs and create new jobs,**
 - **lobbying the provincial government to legislate a shorter work week, mandatory advance notice of technological change, benefit and**

pension reform, Employer paid retraining and Union control over the introduction of technology, and

- **increasing our awareness and understanding of the new technology so that the Union can negotiate its introduction from a position of knowledge.**
(15 BC 02-86)

TERRORISM

- **HEU work with CUPE, the BC Federation of Labour, the Canadian Labour of Congress and others to press for significant amendments to Bill C-36, the proposed anti-terrorism legislation, including a more accurate definition of terrorism.**
(PE 11-01)

UNEMPLOYED ACTION CENTRE

- **HEU supports the continued funding and operation of all of the Unemployed Action Centres across BC.**
(15 BC 02-86)

UNION BUSINESS

- **HEU is committed to fighting all forms of Union busting.**
(15 BC 02-86)
- **HEU does not support absentee ballots.**
(19 BC 10-94)

UNION DUES

- **No Union dues will be deducted from severance pay or pay out of unused sick time.**
(PE 11-89)

UNIONISM

- **HEU to use unionized businesses, services, trades, credit unions, and chartered banks, including travel and accommodations, whenever possible.**
(14 BC 09-84) (15 BC 02-86)

USER FEES

- **HEU is opposed to user fees for all medical/dental related services.**
(16 BC 10-88)

VACATION POLICY – Full-time Officers

- **See Excluded HEU Staff/Full-Time Officers' Vacations (PE 09-06)**

VACCINE

- **The Hospital Employees' Union supports the immunization of health care workers and initiatives to improve voluntary update of the influenza vaccine. (PE 11-00)**

VIOLENCE - ZERO TOLERANCE

- **HEU establish an official policy that calls for zero tolerance in society. (22 BC 10-00)**
- **HEU never has and never will condone violence in the fight for our contract, Medicare, our community and social justice. (PE 05-02)**

VOLUNTEERS

- **HEU is opposed to volunteers performing any HEU bargaining work, and will resist, to every extent possible, attempts by Employers to convert HEU bargaining unit positions into jobs for volunteers. Note: Also see subheading "SCABS" (PE 01-87)**
- **HEU's perspective on volunteer is based on experiences in the workplace, and influenced by the fact that the union is itself a volunteer organization. Each year thousands of HEU members volunteer in a variety of capacities to meet the needs of members. HEU will continue to develop the means to achieve even greater membership involvement to help build a stronger union.**

HEU encourages its members to become active in volunteer capacities in achieving progressive social change in their communities. In the Union's vision of a fairer, more progressive society, working people should be encouraged and be able to volunteer to build a sense of community and the capacity for collective action in the locales where they live.

Within the workplace, and the broad health care setting, HEU members recognize that volunteers play an important role in the delivery of health care. But pressures from ongoing health care funding cuts and bad employer practises frequently lead to tension on the job and a blurring of appropriate roles and responsibilities.

Services within the broad health care setting provided by volunteers shall complement but not duplicate the work performed by front line care-givers, in which volunteers add something extra in their roles.

Employers cannot be allowed to replace or displace staff, or fill vacant positions with volunteers. Nor can employers be allowed to use volunteers as providers of ongoing services. An essential job on a continuing basis should be a bargaining unit position. If volunteer activity illustrates an ongoing need, then the work should become paid work.

HEU is opposed to excessive volunteer requirements that are:

- **Prerequisites for health care training programs;**
- **A condition of qualifying for or receiving social assistance;**
- **Part of the curriculum for high school community awareness programs.**

(PE 07-00)

VOTING

- **When members of the Provincial Executive are voting on issues related to the business of the Union, they should vote as individuals, not as members of a separate committee; as in a block vote.
(18 BC 10-92)**

VOTING ON MINORITY RIGHTS

- **HEU demands that the Provincial and Federal governments not subject inherent human rights to majority votes.
(24 BC 10-04)**

WAGE CONTROLS

- **HEU is opposed to wage controls.
(17 BC 10-90)**

WORKSITE UNION OFFICES

- **HEU attempts to secure on-site office space at all HEU certified health care facilities.
(15 BC 02-86)**

WORKERS' COMPENSATION BOARD

- **HEU promote the development and implementation of preventative**

programs in the health care industry and strive for higher standards of health and safety in the workplace.
(15 BC 02-86)

- That HEU communicate to the Premier and Ministry of Health that the Union supports the implementation of Environmental Tobacco Smoke Regulation in light of the thorough consultation and public hearing process undertaken by the WCB, and there should not be any reconsideration of the implementation.
(PE 11-99)

WORKERS' COMPENSATION / EMPLOYMENT INSURANCE / LONG TERM DISABILITY HEARINGS

- That HEU members representing Workers' Compensation Appeal Boards and Employment Insurance Appeal Boards are responsible for their own travel costs to attend the appropriate board meetings.
- That members of these boards who are involved with the Provincial Executive or Provincial Bargaining Committee also be bound by this policy.
(PE 02-98)
- The criteria for HEU to pursue WCB and LTD appeals are the same as for taking grievances to third party processes.
(PE 06-02)

WORKING FROM HOME

- A telework agreement may be terminated by the employee or the Union by providing 30 days notice to the Employer or the Employer providing 90 days notice to the employee and the Union. On termination of the agreement the employee has the right to return to their position at the workplace.

The Employer shall be responsible for all additional costs to the employee related to telework.

The project to be reviewed in six (6) months and that the number of days worked at home and at work must be mutually agreed to by Employer, employee and Union.
(PE 06-96)

WORLD PEACE

- HEU's Global Justice Committee be renamed the Global Justice and Peace Committee, and initiate a program to educate the Union's membership about peace and engage in activities to support anti-war efforts,

- **HEU work with other labor and social justice organizations and facilitate the formation of a trade union and peace committee in British Columbia.**
- **HEU press the federal government to support United Nations Resolutions on the Middle East and other conflicts to redirect military spending toward humanitarian relief and to reassert Canada's role as international peacekeepers as embraced by the Canadian people.**
- **HEU urge the federal government to call for an immediate negotiated cease fire in all conflict zones to be monitored by the United Nations.**
- **HEU endorse, support, and participate in activities and events designed to build support for peaceful solutions to the armed conflict such as the October 28th, 2006 CLC sponsored Call for Action to end Canada's participation in military action in Afghanistan. (25 BC 10-06).**

WORLD TRADE ORGANIZATION (WTO)

- **HEU continue to oppose the anti-social justice policies of the WTO, GATS, AGP, World Bank and the International Monetary Fund.**
- **HEU request that CUPE National demand that the Government of Canada hold public hearings on free trade agreements with the Canadian public, from coast-to-coast, before any further participation on the WTO/GATS/AGP negotiations. (22 BC 10-00)**

YOUTH EMPLOYMENT PROGRAMS

- **HEU will support provincial and federal youth employment programs provided all the provisions of the Collective Agreement are met. (PE 03-88)**

In the event of a conflict between the Policy Manual and a decision of the Biennial Convention, Wage Policy Conference and/or Provincial Executive, the decision of the Biennial Convention, Wage Policy Conference and/or the Provincial Executive shall prevail.

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SOURCE

WP81	Wage Policy Conference, 1981
WP97	Wage Policy Conference, 1997
BC14	14th Biennial Convention, September 1984
BC15	15th Biennial Convention, February 1986
BC16	16th Biennial Convention, October 1988
BC17	17th Biennial Convention, October 1990
BC18	18th Biennial Convention, October 1992
BC19	19th Biennial Convention, October 1994
BC20	20th Biennial Convention, September 1996
BC21	21st Biennial Convention, October 1998
BC22	22nd Biennial Convention, October 2000
BC23	23rd Biennial Convention, October 2002
BC24	24th Biennial Convention, October 2004
BC25	25th Biennial Convention, October 2006
PE	Provincial Executive Minutes

**Key: WP = Wage Policy
PE = Provincial Executive
BC = Biennial Convention (HEU)**

Revised: Sept 2008

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