



## HEU PEOPLE WITH DISABILITIES STANDING COMMITTEE

“We will endeavour to promote and defend the rights of all persons with disabilities”.  
— mission statement of the HEU People with disAbilities Standing committee

### **Report to Membership, December 1, 2011**

Our HEU People with disAbilities Committee has met 3 times in 2011. We have 7 members on our committee who are all working hard to improve conditions for people with disabilities within our union and our workplaces. The following is a brief report of our accomplishments for the past year and our work plan for 2012.

#### **One Union, Many Abilities Handbook**

We have just completed updating our 3<sup>rd</sup> edition of our handbook which will be available in 2012. You can also find an electronic version on the HEU website: <http://www.heu.org/members/human-rights/people-disabilities>

#### **Blue Poppy Campaign 2012**

The Blue Poppy Campaign is our annual campaign to recognize April 28<sup>th</sup> National Day of Mourning. Packages including Blue Poppy buttons, stickers, posters and leaflets will be mailed out to Locals in March.

We will also be launching our new Blue Poppy colouring contest for our member's families. Our goal is to educate our future union members on the significance of the National Day of Mourning. We will have some exciting prizes, so stay tuned!

#### **Disability Rights Award**

Our first award was presented to Vicki Poburn at the 2010 HEU Convention. Our next award will be presented at the 2012 HEU Convention, and HEU will be asking for nominations in the summer of 2012.

#### **Accessibility Checklist**

We are asking the Provincial Executive to approve an accessibility checklist which can be used as a guide for making sure all union functions are accessible. We are recommending to the PE that one of our PWD committee members do an accessibility audit for all Conventions and Conferences (as was done for the 2010 Convention).

#### **Newsletter**

Stay tuned for our newsletter, Winter / Spring Edition 2012.

## [Application and Accommodation form](#)

We have submitted a proposed “Clear Language Application Form” to the Provincial Executive. There is a need to improve the Accessibility / Special Needs form for all HEU Events. For example, someone with mobility impairment may require a scooter or need to be accommodated in a hotel room closer to the event. HEU needs to ensure that members are aware that they can be accommodated so that they are able to attend conventions and other HEU related functions.

## [Clear Language](#)

Our committee has embraced the Clear Language principles that were adopted at our 2006 convention. Our committee and the Ethnic Diversity Committee participated in a one-day Clear Language workshop, January 2008.

## [Bargaining Demands for 2012](#)

We have asked to meet with the new bargaining committee and have submitted the following bargaining demands to the HEU Bargaining Conference (November 2011):

- Cost of Living Increase for members on LTD
- No Short Term Disability Plan  
HEU will maintain or improve our LTD plan and will not accept a Short Term Disability Plan.
- LTD Timelines  
HEU will ensure that the Employer is following all timelines set out in the LTD provisions
- List of Members who are on LTD  
We want the Employer to provide the union with a list of members who are on LTD every 6 months.
- Reduction in Waiting Period for LTD  
We want the waiting period reduced from 5 months.
- Medical and Dental Benefits  
We want the Employer to pay full medical and dental benefits for members on LTD and for during the waiting period for LTD
- Clear Contract Language  
We want any new contract language to be negotiated in clear language.

If you have any suggestions or questions for our committee, please call the Equity Officer at the HEU Provincial Office:

**Toll Free: 1-800-663-5813**

**Lower Mainland: 604-438-5000**

You can also check out our website:

<http://www.heu.org/members/human-rights/people-disabilities>

Report submitted,  
Lynne Taylor, Chairperson  
HEU People with disAbilities Standing Committee