

HOW IT WORKS



A GUIDE TO ELECTING DIVERSITY VICE PRESIDENTS

HEU is a social justice union. Together we work to end inequity and discrimination in all its forms and to build leadership capacity among HEU members who identify with a designated equity group.

In recognition of the diversity of our union and to advance equity and inclusion, delegates to HEU's 32nd Biennial Convention passed a constitutional amendment to add six Diversity Vice-Presidents (DVP) seats to the Provincial Executive. This guide gives you an overview of the PE and how DVPs will be elected.

WHAT ARE DIVERSITY VICE PRESIDENTS (DVPS)?

Each of the DVP positions represents one of HEU's equity group:

- Indigenous Peoples
- Ethnic Diversity
- Pink Triangle
- 2-Spirit, Women & Non-Binary
- People with Disabilities
- Young Workers

The constitutional amendment to add the six DVP seats comes into effect at HEU's 33rd Biennial Convention, October 17-21, 2022.

All convention delegates to the 2022 convention who identify as a member of a designated equity group will have the opportunity to run for a DVP position and/or vote for DVP candidates in a caucus established for that purpose at convention.





WHAT IS THE HEU CONVENTION?

The HEU convention brings together HEU delegates who represent their local or an equity standing committee, or are members of the outgoing PE to participate fully in the business and democratic process of the Union.

Delegates:

- receive reports from full-time officers
- hear speeches from invited guests
- debate and vote on constitutional amendments and resolutions
- elect a new Provincial Executive

HEU conventions are normally held every two years (the 2020 convention was delayed until 2021 because of COVID-19).

WHO CAN ATTEND CONVENTION?

There are a number of important rules specified in the HEU Constitution and By-Laws that determine who is eligible to attend the convention as a convention delegate.

The Constitution specifies the number of delegates each Local is allowed to send to convention as well as who is eligible to be a delegate.

According to Article 4:

- HEU members must have attended 50% of regular Local meetings held by the Local in the twelve months meetings.
- New members who have attended 50% of the local meetings since they were hired are also eligible to be delegates.
- A member in good standing who submits written notification of legitimate absence through sickness or having to work a shift or on vacation with the approval of the Local Executive will be credited with attendance to the limit of two such meetings in a twelve month period. The letter of notification must be in the Local's possession within ten (10) days after the affected meeting.
- Any member absent due to Union business shall be considered as having attended the meeting.





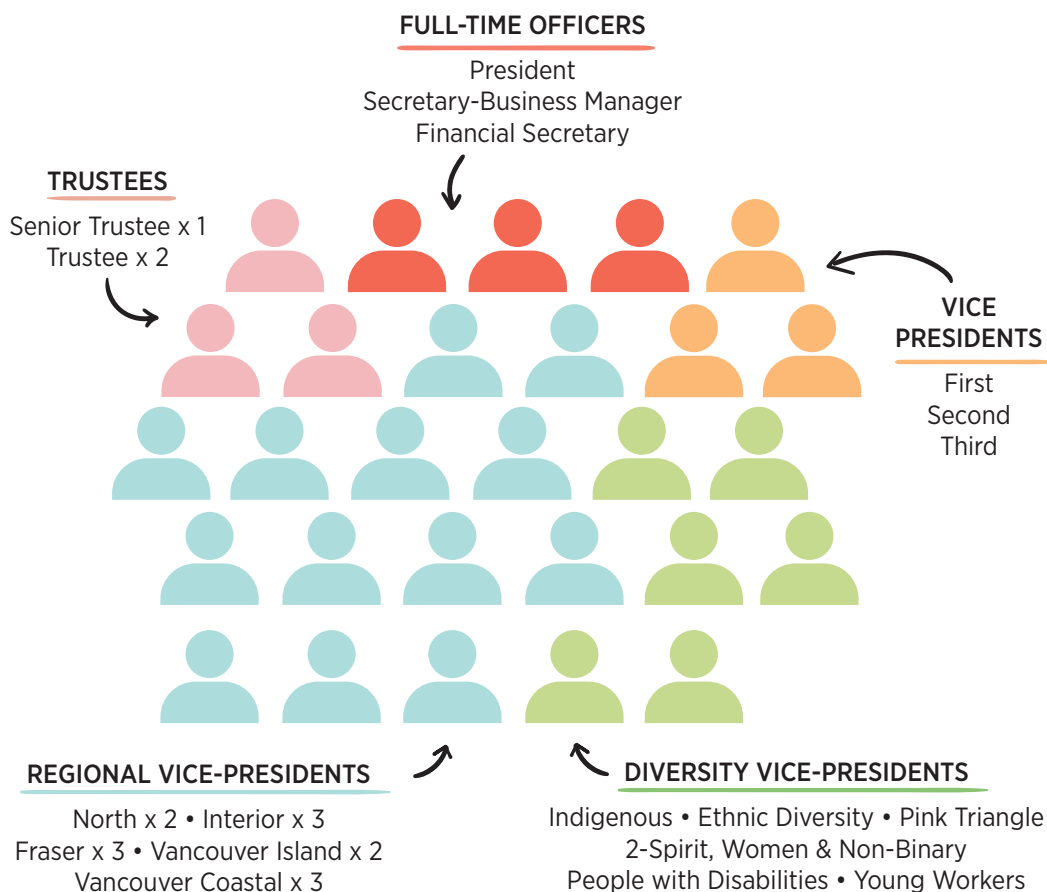
WHAT IS THE PROVINCIAL EXECUTIVE AND HOW IT IS ELECTED?

The PE is the top decision-making body of the union between convention. At each convention a new PE is elected into office.

In October 2022, 28 members of the PE will be elected, of which six are new Diversity Vice-Presidents.

Two elected PE positions are full-time paid officers of the union: the President and the Financial Secretary. The Secretary-Business Manager is a PE position that is appointed by the PE and ratified by the convention.

Other members of the PE will be booked off their jobs to attend PE meeting and to carry out other responsibilities.





HOW WILL DVP ELECTIONS RUN?

Each of the six designated equity groups will hold a caucus meeting at the convention. DVPs will be elected at these caucus meetings. Two alternate nominees will also be elected for each DVP position.

DVP elections will take place before the general elections for President, Financial Secretary, Trustees and the 1st, 2nd and 3rd Vice-Presidents. Caucus meetings for each designated equity group will be held at different times so that delegates can attend any caucus with which they identify.

Once elected into a DVP position, delegates may not run for another DVP position or alternate. But elected DVPs may attend additional caucus meetings.

RUNNING FOR A DVP POSITION

Step 1

Become a convention delegate: DVPs are elected at the HEU convention by convention delegates. In order to run for a DVP position or to vote for a DVP candidate, HEU members must be a delegate to convention chosen by their local or by an equity standing committee to represent them, or be a member of the outgoing PE.

All HEU convention delegates who identify with a designated equity group are eligible to run for a DVP position designated for that group.

Step 2

Announce your intention and submit your bio: 90 days prior to convention, delegates who want to run for a DVP position will be able to announce their intention to Locals and to submit a photo, a short biography, and maximum 200-word candidate statement to the Convention Committee. The information will then be sent to the Locals 45 days prior to the convention. This process is outlined in the Constitution and By-Laws. Watch for more information in the convention call which will be sent to locals in the spring.

It is not a requirement to submit this information in advance in order to seek nomination for a position at the convention. But you must be a delegate.

Step 3

Address delegates: Candidates will be given the opportunity to address caucus delegates prior to the election for a maximum of 5 minutes followed by a moderated question and answer period. This is an opportunity for you to share with caucus members why you should be elected as a DVP.





IMPORTANT DATES LEADING UP TO HEU 2022 CONVENTION

The HEU Constitution and By-Laws sets out specific deadlines prior to the Convention for a number of important convention procedures. These will be included in the “convention call” – a letter outlining the time and place of convention and other convention information. Here are the important deadlines for delegates and potential candidates to remember:

