

SOLIDARITY

for the win!

HEU CONVENTION 2022

Proposed Constitutional Amendments



Constitutional Amendment 1

Submitted by the UBC Local

Article: 4
Section:
Subject: Eligibility for Office

HEU Will:

Make it a priority to review the requirements of the eligibility of members to hold position in the local office.

Because:

Some union members tend to attend their local union meetings, sign the attendance book and leave, only for the sole purpose of eligibility to attend conventions and conferences but not the actual local meeting.

The new language would read:

No union member shall be eligible to hold office in the union or in a local, nor act as a delegate of a local or of the union unless they have attended a total number of local meetings equal to at least 50% of the regular local meetings and are actively involved in the local in the 12 months period prior to nomination.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 2

Submitted by the Provincial Executive

Article: 5.1
Section:
Subject: Temporary Measures to Address Covid-Related Impacts on 32nd Biennial Convention

HEU Will:

Amend the Constitution and By-Laws by deleting Article 5.1 in its entirety.

Because:

This constitutional amendment is a temporary measure to address the specific circumstances of the 32nd Biennial Convention. It is no longer required.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 3

Submitted by the Provincial Executive

Article: 6
Section: A
Subject: Provincial Executive Officers

HEU Will:

Amend the list of Provincial Executive Officers contained in Article 6, Section A, with immediate effect, as follows:

PROVINCIAL EXECUTIVE: The Officers of the Union shall be:

- PRESIDENT
- SECRETARY-BUSINESS MANAGER
- FINANCIAL SECRETARY
- 1ST VICE-PRESIDENT
- 2ND VICE-PRESIDENT
- 3RD VICE-PRESIDENT
- SENIOR TRUSTEE
- SENIOR TRUSTEE – ELECT
- TRUSTEE
- REGIONAL VICE-PRESIDENTS:
 - FRASER (3 representatives)
 - INTERIOR (3 representatives)
 - NORTHERN (2 representatives)
 - VANCOUVER COASTAL (3 representatives)
 - VANCOUVER ISLAND (2 representatives)
- DIVERSITY VICE-PRESIDENTS:
 - INDIGENOUS PEOPLES (1 representative)
 - ETHNIC DIVERSITY (1 representative)
 - PINK TRIANGLE (1 representative)
 - 2-SPIRIT, WOMEN & NON-BINARY (1 representative)
 - PEOPLE WITH DISABILITIES (1 representative)
- **YOUNG WORKERS (1 representative)**
- ~~YOUNG WORKERS' REPRESENTATIVE (1 representative)~~

Because:

The Constitution and By-Laws were amended to designate young workers as an Equity Standing Committee. This amendment brings the list of positions in line with this change by including Young Workers in the list of DVPs that also correspond to Equity Standing Committees.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 4

Submitted by the Provincial Executive

Article: 6
Section: A
Subject: Provincial Executive Officers

HEU Will:

Amend the following paragraph in Article 6, Section A, with immediate effect, as follows:

Each candidate for provincial office may address the Convention delegates for a maximum of five (5) minutes plus a moderated question and answer period at an Article 6 evening forum. **An additional one (1) minute is available for the delegate to include a territorial acknowledgement of Indigenous lands.**

Because:

Providing delegates with the opportunity to provide a territorial land acknowledgement will reinforce our union's work around Truth and Reconciliation.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 5

Submitted by the City Centre Care Local

Article: 6
Section: B
Subject: Change the election process of Secretary-Business Manager

HEU Will:

Amend Article 6-B by modifying the whole constitutional election process for the position of Secretary-Business Manager of the union.

Because:

(Voss, 2010) The union's election process has democratic dilemmas for it does not follow a bottom-up process but rather, is contained in a strong element of centralism & coordination by the power of union leader.

Secretary-Business Managers should be an active member of HEU for they understand the lived experiences of workers in the field.

Given that the local Secretary is elected by the members of the local, all positions in the Provincial Executive, including the S-BM, should be elected by all the delegates of the convention (biennial or regular).

The new language would read:

The Secretary-Business Manager shall be elected at the Biennial Convention of the union. All nominees, including the Secretary-Business Manager, will be voted and elected by secret ballot by all the delegates of the Biennial or regular convention.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 6

Submitted by the City Centre Care Local

Article: 6
Section: C
Subject: Change the election process for Assistant Secretary-Business Manager

HEU Will:

Amend Article 6-C by modifying the whole constitutional election process for the position of Assistant Secretary Business Manager of the union.

Because:

Assistant Secretary Business Managers should be an active member of HEU for them to fully understand the workers lived experiences in the work place.

They should not be appointed by the Secretary-Business Manager because they should be nominated and elected by the delegates at the biennial convention and not be a staff member.

HEU members have the right to vote for all the positions on the Provincial Executive.

The new language would read:

The Assistant Secretary-Business Manager shall be elected by the delegates at the Biennial Convention of the union.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 7

Submitted by the Provincial Executive

Article: 6
Section: H
Subject: Provincial Executive Officers

HEU Will:

Amend Article 6, Section H, with immediate effect, as follows:

Section H

ELECTION CAUCUS FOR DIVERSITY VICE-PRESIDENT -- YOUNG WORKERS' REPRESENTATIVE: For the purposes of the caucus held for the DVP – Young Workers pursuant to Article 6, Section G, the caucus will be limited to those delegates ~~The Young Workers' Representative shall be elected at Convention by a Young Workers' Caucus of delegates who are 33 years of age or younger. This election will be held prior to the general election. This election shall be done by requesting Delegates who qualify under this Section go into caucus for the purpose of choosing their nominee(s). For the purposes of this section, delegates who are 33 years of age or younger on the last scheduled day of convention. are eligible to participate in the caucus and stand for election to this position. Two (2) alternate nominees shall be elected for the Young Workers' Representative position, with Alternate #1 receiving the highest amount of votes and Alternate #2 receiving the Article 6 next highest amount of votes. In the event the Young Workers' Representative is unable to complete the term of office, the vacancy shall be filled by Alternate #1, or in the event that Alternate #1 is unable to fill or complete the term of office, by Alternate #2.~~

Because:

This amendment is consequential to the proposed amendment changing the Young Workers' Representative to DVP-Young Workers.

The new language would read:

The new Section H will read:

ELECTION CAUCUS FOR DIVERSITY VICE-PRESIDENT -- YOUNG WORKERS: For the purposes of the caucus held for the DVP – Young Workers pursuant to Article 6, Section G, the caucus will be limited to those delegates who are 33 years of age or younger on the last scheduled day of convention.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 8

Submitted by the Provincial Executive

Article: 6
Section: I
Subject: Provincial Executive Officers

HEU Will:

Amend Article 6 Section I by replacing “nine (9)” with “eleven (11)”.

Because:

The number of PE members required to call a special meeting has been increased to reflect the increase in the number of PE positions with the addition of DVPs.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 9

Submitted by the Provincial Executive

Article: 6
Section: K
Subject: Provincial Executive Officers

HEU Will:

Amend Article 6, Section K as follows:

Section K

COMMITTEES: The Provincial Executive may appoint any special or sub-committee to facilitate the transaction of the Union business. The Committee on Labour Relations shall be established for the purpose of handling employee relations matters including staff bargaining and other related matters. The Membership of the Committee on Labour Relations shall consist of the President, 1st Vice-President, 2nd Vice-President, 3rd Vice-President, Financial Secretary, Senior Trustee and Secretary-Business Manager.

Minutes of all meetings of special or sub-committees of the Provincial Executive shall be provided to all Members of the Provincial Executive within one (1) month of the meeting.

The Provincial Executive shall provide each Local with a copy of all Collective Agreements and Contracts negotiated on their behalf (or awarded by third parties) with Hospital Employees' Staff Union Members and elected representatives as soon as these become finalized.

A sub-committee of the Provincial Executive shall be established to deal with the equity issues. ~~Each Equity Standing Committee shall have one (1) representative, with voice and vote, on this Committee.~~ **The committee membership will include all Diversity Vice-Presidents.** The purpose of the sub-committee shall be to make recommendations to the Provincial Executive on matters relating to equity as outlined in Article 13.

Because:

DVPs are also members of their respective Equity Standing Committees as per Article 7, Section J.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 10

Submitted by the City Centre Care Local

Article: 7
Section: A
Subject: Modify the election & duties of Secretary-Business Manager

HEU Will:

Amend Article 7A by changing the word appointed to elected.

Because:

1. Secretary-Business Manager should be an active member of HEU for them to understand the lived experiences of workers in the field.
2. Given that the local secretary is elected by the members of the local, all positions in the provincial executive, including the secretary business manager, should be elected by the delegates of convention and not be a staff member.
3. All elections that are implemented in the local level must be similar to the provincial executive positions.

The new language would read:

The Secretary-Business Manager shall:
1. be elected by the delegates at the Biennial convention
And

- 2. (Retain as is)
- 3. (Retain as is)
- 4. (Retain as is)
- 5. (Retain as is)
- 6. (Retain as is)
- 7), 8, 9 (Retain as is)

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 11

Submitted by the Provincial Executive

Article: 7
Section: G
Subject: Duties of Provincial Executive Officers

HEU Will:

Amend Article 7, Section G Trustees as follows:

Section G
TRUSTEES: The Trustees shall have general supervision over the property of the Union, subject to such instructions as they may from time to time receive. They shall see that the Financial Secretary deposits all money belonging to the Union in such Credit Union or Chartered Bank as the Union may designate. They shall perform such other duties as the Provincial Executive, the Union or the Constitution may direct. They, as well as the Financial Secretary, shall review and recommend all financial donations to the Provincial Executive. The Trustees and the Financial Secretary will be responsible for the selection of the annual bursaries. Trustees shall review ~~and monitor all~~ Local quarterly reports **as directed by the Financial Secretary** and report inconsistencies or concerns to the Financial Secretary.

Because:

This provision is unworkable in our large and modern union with more than 280 locals filing four quarterly reports a year. The financial secretary should be able to rely on Trustees to review quarterly reports in situations where particular oversight is required.

The new language would read:

Section G
TRUSTEES: The Trustees shall have general supervision over the property of the Union, subject to such instructions as they may from time to time receive. They shall see that the Financial Secretary deposits all money belonging to the Union in such Credit Union or Chartered Bank as the Union may designate. They shall perform such other duties as the Provincial Executive, the Union or the Constitution may direct. They, as well as the Financial Secretary, shall review and recommend all financial donations to the Provincial Executive. The Trustees and the Financial Secretary will be responsible for the selection of the annual bursaries. Trustees shall review Local quarterly reports as directed by the Financial Secretary and report inconsistencies or concerns to the Financial Secretary.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 12

Submitted by the Tri-Port Local

Article: 7
Section: I
Subject: RVP-Travel

HEU Will:

Amend Article 7, I to increase the number of local visits by the RVPs.

Because:

Locals need more support than once a year.

The new language would read:

REGIONAL VICE-PRESIDENTS: Regional Vice-Presidents represent their regional membership as well as the membership as a whole and shall perform such duties as may be assigned by the Provincial Executive.

Regional Vice-Presidents will be allowed to visit locals up to 4 times per year when invited by the local.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 13

Submitted by the Provincial Executive

Article: 7
Section: K
Subject: Duties of Provincial Executive Officers

HEU Will:

Amend the Constitution and By-Laws by deleting Article 7, Section K (Young Workers' Representative), to be effective immediately.

Because:

This amendment is consequential to the proposed amendment changing the Young Workers' Representative to DVP-Young Workers.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 14

Submitted by the Provincial Executive

Article: 8
Section: A
Subject: Election of Delegates to National & Provincial Conventions

HEU Will:

Amend Article 8, Section A as follows:

THE B.C. FEDERATION OF LABOUR CONVENTIONS: ~~Provincial Executive Members are entitled to automatic Delegate status to the B.C. Federation of labour. The remaining Delegates for the B.C. Federation of Labour Convention shall be selected as follows:~~

~~0-250~~
~~Members Selected on a rotational basis in alphabetical order 32-33-251-350~~
~~Members.....1 Delegate~~
~~351-450 Members.....2~~
~~Delegates~~
~~451-600 Members.....3~~
~~Delegates~~
~~601-800 Members.....4~~
~~Delegates~~
~~801-1,000 Members.....5~~
~~Delegates~~
~~1,001-1,200 Members.....6~~
~~Delegates~~
~~1,201-1,400 Members.....7~~
~~Delegates~~
~~1,401-1,600 Members.....8~~
~~Delegates~~
~~1,601-1,800 Members.....9~~
~~Delegates~~
~~1,801 Members and over.....10~~
~~Delegates~~

Provincial Executive Members and HEU Members who represent HEU on B.C. Federation of Labour committees are entitled to automatic Delegate status to the B.C. Federation of Labour's conventions. The remaining Delegates for the B.C. Federation of Labour's conventions shall be divided proportionately among the five (5) Regions.

Because:

This brings the selection/allocation criteria for delegates to BC Federation of Labour conventions in line with the process used for the conventions of the Canadian Union of Public Employees and the Canadian Labour Congress. This process will also allow for the consideration of equity representation in selecting delegates rather than just local size.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 15

Submitted by the Yaletown Local

Article: 9
Section: A(2)
Subject: Local Representation at Facilities Bargaining Conference

HEU Will:

Increase delegate attendance by 50% for larger locals.

Because:

Numbers are too low for larger locals. Would help having more voices.

The new language would read:

50% more.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 16

Submitted by the Arrowsmith Local

Article: 12
Section: D
Subject: Strike/Job Action/Picket Pay

HEU Will:

Reduce the amount of Picket Pay to \$400.00 per week.

Because:

The decision made at the last Convention to increase picket pay by \$200.00 was made hastily without financial information being available to the members.

The new language would read:

In the event of an authorized strike/job action, the Hospital Employees' Union shall pay a minimum of four hundred dollars (\$400.00) per week.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 17

Submitted by the District 69 Oceanside Health Centre Local

Article: 12
Section: D
Subject: Strike/Job Action/Picket Pay

HEU Will:

Increase Strike/Job Action Picket Pay to a minimum of six hundred dollars (\$600) per week in the event of Strike/Job Action.

Because:

The current amount of five hundred dollars (\$500) does not support the inflation/cost of living. Strike/Job Action pay needs to support members and not cause financial hardship during Strike/Job Action.

The new language would read:

In the event of an authorized strike/job action, the Hospital Employees' Union shall pay a minimum of six hundred dollars (\$600) per week.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 18

Submitted by the Prince George Local

Article: 12
Section: D
Subject: Strike/Job Action/Picket Pay

HEU Will:

Change the current strike pay to Four Hundred Dollars (\$400.00) per week.

Because:

In the event of a strike or job action the current HEU strike fund could not sustain a lengthy strike/job action at the current rate. With more than 50,000 members, a change to \$400 a week could save the union approximately \$500000 a week, making room for a longer job action, if need be.

The new language would read:

In the event of an authorized strike/job action, the Hospital Employees' Union shall pay a minimum of Four Hundred Dollars (\$400.00) per week.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 19

Submitted by the Surrey Local

Article: 12
Section: D
Subject: Reduction of strike pay

HEU Will:

Lower the strike pay from \$500 per week to \$300 per week.

Because:

HEU strike fund will not sustain an extended job action.

The new language would read:

In the event of an authorized strike/job action, the Hospital Employees' Union shall pay a minimum of three hundred dollars (\$300) per week.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 20

Submitted by the Tri-Port Local

Article: 12
Section: D
Subject: Strike/Job Action/Picket Pay

HEU Will:

Reduce strike/job action/picket pay to \$300 per week.

Because:

HEU will go bankrupt at Five Hundred (\$500) per week per employee.

The new language would read:

In the event of an authorized strike/job action. The Hospital Employees' Union shall pay a minimum of Three Hundred Dollars (\$300) per week.

In order to be entitled to this Pay, a member must fulfill at least twenty (20) hours of strike/job action or picket duties spread over five (5) shifts or an equivalent time subject to Local scheduling requirements.

Strike/Job Action/Picket pay shall be payable from the first day of any authorized strike/job action, and may be pro-rated in cases when the authorized action is from less than twenty (20) hours of five (5) days.

The Provincial Executive may pay additional moneys to striking members as above assess non-striking members for this amount.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 21

Submitted by the Provincial Executive

Article: 13
Section:
Subject: Equity Standing Committees

HEU Will:

Amend Article 13 as follows:

HEU shall establish six (6) Equity Standing Committees from within the Membership:

1. Indigenous Peoples
2. Ethnic Diversity
3. Pink Triangle
4. People with Disabilities
5. 2-Spirit, Women & Non-Binary
6. Young Workers

These Standing Committees shall seek to increase the involvement of their Members throughout the many integrated programs of the Union and propose and advise on programs to eliminate discrimination and inequality within the Union and the workplace.

HEU Equity Standing Committees **will be represented wherever possible on members elected as HEU representatives to Provincial and National Committees and Working Groups by the corresponding DVP and the DVP** will be automatically entitled to participate in conferences that are organized by their respective **Provincial or National Committee or Working Group** if their attendance is requested/required.

There shall be a report on the work of the Standing Committees at each Biennial Convention.

All Equity Standing Committees shall report to the membership via newsletter, the Guardian or HEU website, their activities on a yearly basis.

Because:

It is important to connect the new DVP positions with equity solidarity work occurring in the broader labour movement and to coordinate this work between the PE and the ESCs.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 22

Submitted by the Provincial Executive

Article: 14
Section: A
Subject: By-Laws Covering Locals

HEU Will:

Amend Article 14 Section A – Name and Composition of Local as follows:

Section A
NAME AND COMPOSITION OF LOCAL: The name and composition of each local shall be determined by the Provincial Executive, in consultation with the members of the Local, within 90 days of certification or establishment of the local by other means, **or within 180 days if a group of newly certified workers may be merged with an existing local.** Within 90 days of the determination of the name and composition of the local, all the necessary information for the local to establish its financial accounts at credit union, bank, or community savings will be provided to the local by the Financial Secretary.

Because:

Ninety days is often not enough time to consult with members of the new Local and the Provincial Executive when a merger with an existing local is under consideration.

The new language would read:

Section A
NAME AND COMPOSITION OF LOCAL: The name and composition of each local shall be determined by the Provincial Executive, in consultation with the members of the Local, within 90 days of certification or establishment of the local by other means, or within 180 days if a group of newly certified workers may be merged with an existing local. Within 90 days of the determination of the name and composition of the local, all the necessary information for the local to establish its financial accounts at credit union, bank, or community savings will be provided to the local by the Financial Secretary.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 23

Submitted by the Chilliwack Amalgamated Local

Article: 14
Section: D
Subject: Terms of Local Officers

HEU Will:

Lower Quorum for regular monthly meetings by 20%

Because:

A lower quorum would protect a locals requirements for decision making and the business of the local. Our local, and we assume many other locals, are struggling to get and maintain quorum at monthly meetings. Even holding meetings through ZOOM and in person, it is a struggle to assemble and maintain quorum, so that official business can be conducted in a timely manner.

The new language would read:

The quorum for Local meetings shall be as follows:

- a) fifty (50) or less, quorum of four (4)
- b) one hundred and seventy-five (175) or less, quorum of six (6)
- c) one hundred and seventy-six (176) to three hundred (300), quorum of seven (7)
- d) three hundred one (301) to five hundred (500), quorum of twelve (12)
- e) five hundred one (501) to one thousand (1,000), quorum of sixteen (16)
- f) one thousand one (1,001) and over, quorum of twenty (20).

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 24

Submitted by the White Rock Local

Article: 14
Section: D
Subject: Local Meetings and Quorum

HEU Will:

Offer a way for locals struggling with engagement and meeting attendance to still be able to function effectively, pass motions and make decisions.

Because:

Locals holding monthly meetings and working diligently to attract attendance at local meetings should still be able to make decisions and pass motions, in order to be effective and continue to service the membership.

The new language would read:

Insert paragraph after point F) as follows:

A local who has made all reasonable efforts to reach quorum at local meetings and fails to do so for three (3) consecutive months may submit a written request to the Provincial Executive for a temporary exemption from the quorum requirement.

A 2/3 majority vote from the local will be required to pass motions and make decisions.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 25

Submitted by the Golden Life (Rose Wood) Local

Article: 14
Section: D(6)
Subject: Quorum change from 7 to 5

HEU Will:

Change voting quorum from 7 to 5.

Because:

As a small local, we have hard time meeting quorum for voting.

The new language would read:

b) one hundred and seventy-five (175) or less, quorum of five (5)

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 26

Submitted by the GF Strong Local

Article: 15
Section: A
Subject: Local Elections

HEU Will:

Allow locals to have their local elections for Chairperson, Vice Chair and Secretary-Treasurer every 2 years instead of every year.

Because:

One year is not enough time especially for the new incoming executive to learn the duties of their roles for which they were elected for. It takes one year to train and become confident in the role.

All local elections are to be completed by April and then by June the union will offer the Officers Training course, so there is not enough time to adjust to the role, especially if locals do not hold summer time meetings in July and August.

The term for Provincial Executive is a 2 year term.

The new language would read:

The term for local executives which include Chairperson, Vice-Chairperson and Secretary-Treasurer shall take place every 2 years and no later than April 30th.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 27

Submitted by the Yaletown Local

Article: 15
Section: B
Subject: Local Exec Officers Elections -
Term

HEU Will:

Allow locals to have local elections for Chairperson, Vice-Chairperson, Secretary-Treasurer, Asst. Sec-Treas., Conductor, Warden, three (3) Trustees every 2 years instead of every year.

Because:

Once year is not enough time for the new Local Executive to adjust and learn the duties and responsibilities of the job.

The PE term is 2 year term.

The new language would read:

The term for Local Executive be 2 years.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 28

Submitted by the Chilliwack Amalgamated Local

Article: 15
Section: E
Subject: Terms of Local Officers

HEU Will:

Change the terms of office to 2 years from 1 and the 2 year trustee shall be 4 years.

Because:

1 year as an elected officer is not enough time to learn a position and eventually mentor. Often table officer training is not available till part way through the term of 1 year. Members need to be experience to feel confident to run in numerous positions. Also it gives locals more opportunity to do local business since elections can be very time consuming at regular monthly meeting, often being a whole meeting dedicated to election. The table officers positions hold a lot of responsibility, and with summer break and 1 meeting dedicated to elections it only leaves 8 meetings to commit to the role.

The new language would read:

Amend Article 15, Section E as follows:

The terms of the elected officers shall expire every two (2) years following installation of Officers at the Annual General Meeting.....Trustee receiving highest number of votes shall serve a four (4) year term, the others shall serve a two (2) years term.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 29

Submitted by the Discovery Harbour Local

Article: 15
Section: E
Subject: Terms of Officers

HEU Will:

Amend the terms of officers from one year to two years.

Because:

One year is a short term for a new officer to learn, educate themselves, and gain experience in a new role. Two years would be good for consistency, competency, and boosting confidence in the role.

The new language would read:

The term of elected officers shall be for two years, and will expire immediately following the installation of officers at the 2nd year general meeting.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 30

Submitted by the UBC Local

Article: 15
Section: E
Subject: Terms of Officers

HEU Will:

Allow the election and terms of local officers to be every two (2) years.

Because:

Newly elected local officers will have more opportunity to learn and perform their duties properly and seriously.

The new language would read:

Terms of elected officers locally shall be a two (2) year term.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 31

Submitted by the Provincial Executive

Article: 16
Section: C
Subject: Duties of Local Officers

HEU Will:

Amend Article 16, Section C Secretary-Treasurer as follows:

Section C
SECRETARY-TREASURER: The Secretary-Treasurer shall keep a correct, full and impartial account of the proceedings of each regular meeting and Local Executive Meeting, and forward copies of these minutes, bearing the signatures of both the Secretary-Treasurer and the Chairperson of the Local, to the Provincial Office, Burnaby Site, and the Regional Office. The Secretary-Treasurer shall also receive and deposit in a Credit Union or Chartered Bank as the Local may designate, all monies received from the Provincial Office, Burnaby Site, and shall pay all bills sanctioned by the Local, by cheque and/or other methods. The Secretary-Treasurer shall keep an accurate account, and forward a quarterly financial statement, which has been ~~audited~~ reviewed by the Local Trustees, to the Financial Secretary. In the absence of both the Chairperson and the Vice Chairperson, the Secretary-Treasurer shall convene the Local meeting and shall have a Chairperson elected pro tem.

Because:

Local Trustees are not auditors. Auditors belong to a professional association. Audit means a thorough review of the accounts by a qualified accountant.

The new language would read:

Section C
SECRETARY-TREASURER: The Secretary-Treasurer shall keep a correct, full and impartial account of the proceedings of each regular meeting and Local Executive Meeting, and forward copies of these minutes, bearing the signatures of both the Secretary-Treasurer and the Chairperson of the Local, to the Provincial Office, Burnaby Site, and the Regional Office. The Secretary-Treasurer shall also receive and deposit in a Credit Union or Chartered Bank as the Local may designate, all monies received from the Provincial Office, Burnaby Site, and shall pay all bills sanctioned by the Local, by cheque and/or other methods. The Secretary-Treasurer shall keep an accurate account, and forward a quarterly financial statement, which has been reviewed by the Local Trustees, to the Financial Secretary. In the absence of both the Chairperson and the Vice Chairperson, the Secretary-Treasurer shall convene the Local meeting and shall have a Chairperson elected pro tem.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 32

Submitted by the Provincial Executive

Article: 19
Section: A, B, C, D and E
Subject: Charges, Trials and Penalties

HEU Will:

Amend Article 19 by adding the language underlined below and deleting the language struck through below.

“It is the duty of each member to abide by the Union’s Constitution and By-Laws, to uphold the Oath of Obligation, and, in the case of elected officers, to uphold the Installation of the Officers Oath. HEU subscribes to the democratic principles of industrial unionism.”
The purpose of ~~the procedures provided for under~~ Articles 19 and 20 is to provide members in good standing with an internal process to have ~~complaints~~ charges dealt with in a fair and impartial manner. These procedures are ~~necessary~~ intended to foster and maintain the solidarity necessary to further the interests of the Union through the ability to correct or address the behaviour of discipline members who commit an offence under the Constitution. They are not intended to be used for political gain or to resolve interpersonal conflict which does not have foundation in one of the “Offenses” identified in this Article.

Section A

CHARGES: A Member in good standing who considers that a Member or Officer has committed an offence against the Constitution may file a charge with the Office of the President of the Union.

If the President is the person making the charge (the “complainant”), or is the person being charged (the “respondent”), ~~the First Vice President will assume all the duties assigned to the President by this article. then~~ the duties will be assumed by the highest-ranking of the First, Second, or Third Vice-President who is not themselves a complainant or respondent. If none of the First, Second, or Third Vice- President is both able and eligible to assume the duties assigned to the President by this Article, then

the duties will be assumed by the Secretary-Business Manager or their delegate.

Any member of the Provincial Executive who is charged, who makes a charge, or has a conflict of interest with regard to a member who is charged or making a charge, must recuse themselves from all proceedings under Article 19, including Membership in the Standing Appeal Panel.

Section B

OFFENSES: Any Member of the HEU who acts in a manner detrimental to the welfare or interests of the union is guilty of an offense against the Constitution and By-Laws.

Specifically, it is an offense to:

- a. violate the Constitution contrary to the oath of installation to Office or initiation to the Union;
- b. work in the interests of a rival union;
- c. sponsor or advocate decertification of an HEU bargaining unit;
- d. be in a legal strike position and cross the picket line, or be paid by the employer not to participate in strike action, or perform paid work for the employer, unless required to do so by law, or to otherwise impede or act in opposition to the lawful strike or other collective actions of the Union;
- e. cross a picket line that is endorsed by HEU
- f. misappropriate the property and/or assets of the Union, or commit a fraudulent or dishonest act against the Union;
- g. without lawful excuse, refuse or fail to pay Dues, Initiation or Temporary Dues Increases in three (3) or more consecutive months;
- h. discriminate against a Member contrary to the Human Rights Code;
- i. without lawful excuse, violate the confidentiality of union meetings, union and membership information, or publish or circulate false reports or misrepresentations; or
- j. fail without good cause to appear and present evidence after filing charges, or where there is a finding that the charges were brought maliciously or in bad faith;
- k. otherwise engage in conduct detrimental to the welfare or interests of the Union, its Locals, or its Members.

Section C

FORM OF CHARGES: All charges must be set out in writing and delivered to the Office of the President of the Union no later than ninety (90) days after the date on which the person making the charge knew or ought to have known of the action or circumstances giving rise to the charge. The form of ~~complaint~~ charge must include:

1. Name, address, telephone number, email, and signature of the person making the charge (the complainant);
2. Member named in the charge (the respondent);
3. Each allegation on which the charge is based, including the parts of the Constitution alleged to have been violated;
4. ~~All~~ The facts being relied on that support each allegation so that the respondent can understand and defend the charges;
5. Whether the complainant has personal knowledge of the facts alleged and if not, ~~from where the source of the Complainant's information was derived;~~ and
6. The penalty sought by the complainant.

Section D

PRELIMINARY PROCEDURES

When a charge is received by the Office of the President, the President must, as soon as reasonably practicable, appoint an Investigator to provide a preliminary assessment of the charge. The Investigator may be anyone who, in the opinion of the President, is sufficiently removed from the substance of the charge as to be impartial, and may include an officer or employee of the Union.

In conducting a preliminary assessment, the Investigator may take any action that the Investigator deems reasonable and necessary for the fair and expeditious processing of the charge, including but not limited to:

- a. Contacting the complainant to request clarification or further information;
- b. Contacting the respondent to request information relating to the allegations contained in the charge;
- c. Requesting that the complainant provide the Investigator with an amended charge addressing any deficiencies existing in the

original charge, including deficiencies in the form of the charge;

- d. Accepting an amended charge for processing under this provision as if it were an original charge duly filed with the Office of the President.

If the investigator considers it appropriate to do so, they may at any stage offer the parties an opportunity to meet to resolve the issue informally prior to the investigator delivering their findings and recommendations to the President.

Upon conclusion of the Investigator's preliminary assessment, the Investigator must deliver to the President a report setting out the Investigator's findings and recommendations on the following questions:

- a. Whether the form of the charge is sufficiently complete;
- b. Whether the allegations contained in the charge could, if proven, constitute a violation of the Constitution and By-Laws;
- c. Whether the charge, in whole or in part, should proceed under this provision or instead be summarily dismissed;
- d. Whether the charge (i) is limited to the Local level and/or relates to Local members who are seriously disruptive to the functioning of the Local, or (ii) extends beyond the Local level;
- e. Whether the charge should be referred to a Trial Panel as provided for in Article 19 or a Standing Disciplinary Panel as provided for in Article 20.

If the Investigator's report recommends that the charge, in whole or in part, should proceed under this provision, then the President may, where appropriate, appoint a Mediator or Restorative Justice Facilitator. The Mediator may be anyone, other than the Investigator, who in the opinion of the President is sufficiently removed from the substance of the charge as to be impartial. The Mediator must encourage the complainant and respondent to participate in an informal process aimed at resolving the charge by mutual agreement. Restorative justice will only be recommended where the complainant requests it and the respondent acknowledges wrongdoing and seeks to take responsibility. If the charge remains unresolved after reasonable efforts by a Mediator, or if no

Mediator is appointed because the Investigator's report recommends that the charge should be summarily dismissed in its entirety, then the President must table the Investigator's report at the next meeting of the Provincial Executive.

Members of the Standing Appeal Panel must not participate in any Provincial Executive discussions or decisions regarding the charge. The Provincial Executive may accept or reject, in whole or in part, the Investigator's findings and recommendations, and must make a final determination on all questions addressed in the Investigator's report. In making its determination, the Provincial Executive may take any action that the Investigator may take under this provision.

Section E

NOTICE OF CHARGES:

At any point after a charge is received by the Office of the President, the President may contact the respondent to notify them of the charge and provide information regarding the processing of charges under this provision.

If the Provincial Executive determines that a charge will proceed under this provision, the Provincial Executive must forward a copy of the charge to the respondent and confirm whether the charge is being dealt with by a Trial Panel or a Standing Disciplinary Panel.

The President of the Union shall at this stage appoint an independent investigator to review the complaint to determine that the form of the charge is complete.

The independent investigator may recommend to the Provincial Executive to dismiss the charge if the allegation(s) could not, even if proved, be a violation of the Constitution and By-Laws.

The Provincial Executive may or may not accept the recommendation and may invite the complainant to address the recommendation before making a decision.

Where the independent investigator is satisfied that the charge could, if proved, constitute a violation of the Constitution and By-Laws, the complaint shall be tabled at the next session of the Provincial Executive.

Where the complaint is brought to the Provincial Executive on the basis of the independent investigator's conclusion that the charge could, if proved, constitute a violation

of the Constitution and By-Laws, the President shall appoint a mediator who will urge the complainant and respondent to participate in that process to endeavor to resolve the complaint. The independent investigator will not be appointed as mediator.

Members of the Standing Appeal Panel of the Provincial Executive shall not participate in any Provincial Executive discussions or decisions regarding the charges filed with the Office of the President.

Section D

METHOD OF RESOLVING THE CHARGE:

An independent investigator's recommendation that the charge could, if proved, constitute a violation of the Constitution and By-Laws, will also address the question of:

1. Whether the charge is a dispute that is limited to the Local level and/or relating to Local members who are seriously disruptive to the function of the Local, or

Alternatively, whether the charge is a dispute that extends beyond the Local level.

The Provincial Executive may or may not accept a conclusion that the charge relates to the Local level, or alternatively extends beyond the Local level, and may in its sole discretion refer the charge to either a Standing Disciplinary Panel as provided for in Article 20 or a Trial Panel as provided for in Article 19.

Section E

NOTICE OF CHARGES: The Provincial Executive shall forward a copy of the form of the charge to the Respondent and shall confirm whether the charge is being dealt with by a Trial Panel or a Standing Disciplinary Panel.

Because:

These updates to the Article 19 process are designed to:

- Provide consistency by using the term "charges" rather than charges and "complaints"
- Provide for a longer list of officers who can handle a charge if the President or First Vice-President finds themselves in conflict
- Clarify the role of the Investigator, and provide them with the ability to seek clarification of the charge by

corresponding with the parties and amending the charge accordingly.

- Provide an opportunity for the parties to meet and resolve the dispute before the Investigator's report is submitted.
- Require the Investigator to also recommend to Provincial Executive whether the charge should be heard by a Standing Disciplinary Panel or Trial Panel.
- Ensure that charges that are substantially complete can be processed under this article.
- Clarify that a mediator can be made available to work with the parties early in the process to attempt to resolve the charge, and in addition provide a restorative justice alternative where appropriate.
- Provide for earlier notice of the charge to the respondent.
- Simplify some of the language in the Article.

The new language would read:

"It is the duty of each member to abide by the Union's Constitution and By-Laws, to uphold the Oath of Obligation, and, in the case of elected officers, to uphold the Installation of the Officers Oath. HEU subscribes to the democratic principles of industrial unionism." The purpose of Articles 19 and 20 is to provide members in good standing with an internal process to have charges dealt with in a fair and impartial manner. These procedures are intended to foster and maintain the solidarity necessary to further the interests of the Union through the ability to correct or address the behaviour of members who commit an offence under the Constitution. They are not intended to be used for political gain or to resolve interpersonal conflict which does not have foundation in one of the Offences identified in this Article.

Section A

CHARGES: A Member in good standing who considers that a Member or Officer has committed an offence against the Constitution may file a charge with the Office of the President of the Union.

If the President is the person making the charge (the "complainant"), or is the person being charged (the "respondent"), then the

duties will be assumed by the highest-ranking of the First, Second, or Third Vice- President who is not themselves a complainant or respondent. If none of the First, Second, or Third Vice- President is both able and eligible to assume the duties assigned to the President by this Article, then the duties will be assumed by the Secretary-Business Manager or their delegate.

Any member of the Provincial Executive who is charged, who makes a charge, or has a conflict of interest with regard to a member who is charged or making a charge, must recuse themselves from all proceedings under Article 19, including Membership in the Standing Appeal Panel.

Section B

OFFENSES: Any Member of the HEU who acts in a manner detrimental to the welfare or interests of the union is guilty of an offense against the Constitution and By-Laws.

Specifically, it is an offense to:

- a. violate the Constitution contrary to the oath of installation to Office or initiation to the Union;
- b. work in the interests of a rival union;
- c. sponsor or advocate decertification of an HEU bargaining unit;
- d. be in a legal strike position and cross the picket line, or be paid by the employer not to participate in strike action, or perform paid work for the employer, unless required to do so by law, or to otherwise impede or act in opposition to the lawful strike or other collective actions of the Union;
- e. cross a picket line that is endorsed by HEU
- f. misappropriate the property and/or assets of the Union, or commit a fraudulent or dishonest act against the Union;
- g. without lawful excuse, refuse or fail to pay Dues, Initiation or Temporary Dues Increases in three (3) or more consecutive months;
- h. discriminate against a Member contrary to the Human Rights Code;
- i. without lawful excuse, violate the confidentiality of union meetings, union and membership information, or publish or circulate false reports or misrepresentations; or

- j. fail without good cause to appear and present evidence after filing charges, or where there is a finding that the charges were brought maliciously or in bad faith;
- k. otherwise engage in conduct detrimental to the welfare or interests of the Union, its Locals, or its Members.

Section C

FORM OF CHARGES: All charges must be set out in writing and delivered to the Office of the President of the Union no later than ninety (90) days after the date on which the person making the charge knew or ought to have known of the action or circumstances giving rise to the charge. The form of charge must include:

1. Name, address, telephone number, email, and signature of the person making the charge (the complainant);
2. Member named in the charge (the respondent);
3. Each allegation on which the charge is based, including the parts of the Constitution alleged to have been violated;
4. The facts being relied on that support each allegation so that the respondent can understand and defend the charges;
5. Whether the complainant has personal knowledge of the facts alleged and if not, the source of the Complainant's information; and
6. The penalty sought by the complainant.

Section D

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When a charge is received by the Office of the President, the President must, as soon as reasonably practicable, appoint an Investigator to provide a preliminary assessment of the charge. The Investigator may be anyone who, in the opinion of the President, is sufficiently removed from the substance of the charge as to be impartial, and may include an officer or employee of the Union.

In conducting a preliminary assessment, the Investigator may take any action that the Investigator deems reasonable and necessary for the fair and expeditious processing of the charge, including but not limited to:

- a. Contacting the complainant to request clarification or further information;

- b. Contacting the respondent to request information relating to the allegations contained in the charge;
- c. Requesting that the complainant provide the Investigator with an amended charge addressing any deficiencies existing in the original charge, including deficiencies in the form of the charge;
- d. Accepting an amended charge for processing under this provision as if it were an original charge duly filed with the Office of the President.

If the investigator considers it appropriate to do so, they may at any stage offer the parties an opportunity to meet to resolve the issue informally prior to the investigator delivering their findings and recommendations to the President.

Upon conclusion of the Investigator's preliminary assessment, the Investigator must deliver to the President a report setting out the Investigator's findings and recommendations on the following questions:

- a. Whether the form of the charge is sufficiently complete;
- b. Whether the allegations contained in the charge could, if proven, constitute a violation of the Constitution and By-Laws;
- c. Whether the charge, in whole or in part, should proceed under this provision or instead be summarily dismissed;
- d. Whether the charge (i) is limited to the Local level and/or relates to Local members who are seriously disruptive to the functioning of the Local, or (ii) extends beyond the Local level;
- e. Whether the charge should be referred to a Trial Panel as provided for in Article 19 or a Standing Disciplinary Panel as provided for in Article 20.

If the Investigator's report recommends that the charge, in whole or in part, should proceed under this provision, then the President may, where appropriate, appoint a Mediator or Restorative Justice Facilitator. The Mediator may be anyone, other than the Investigator, who in the opinion of the President is sufficiently removed from the substance of the charge as to be impartial. The Mediator must encourage the complainant and respondent to participate in an informal process aimed at resolving the charge by mutual agreement.

Restorative justice will only be recommended where the complainant requests it and the respondent acknowledges wrongdoing and seeks to take responsibility.

If the charge remains unresolved after reasonable efforts by a Mediator, or if no Mediator is appointed because the Investigator's report recommends that the charge should be summarily dismissed in its entirety, then the President must table the Investigator's report at the next meeting of the Provincial Executive.

Members of the Standing Appeal Panel must not participate in any Provincial Executive discussions or decisions regarding the charge. The Provincial Executive may accept or reject, in whole or in part, the Investigator's findings and recommendations, and must make a final determination on all questions addressed in the Investigator's report. In making its determination, the Provincial Executive may take any action that the Investigator may take under this provision.

Section E
NOTICE OF CHARGES:

At any point after a charge is received by the Office of the President, the President may contact the respondent to notify them of the charge and provide information regarding the processing of charges under this provision. If the Provincial Executive determines that a charge will proceed under this provision, the Provincial Executive must forward a copy of the charge to the respondent and confirm whether the charge is being dealt with by a Trial Panel or a Standing Disciplinary Panel.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 33

Submitted by the Finnish Care Local

Article: 19
Section: K - Point b. and c.
Subject: Penalties

HEU Will:

Amend Article 19 Section K - Penalties

Point b. Add specific period of time not less than 5 years.

Point d. Add specific period of time not less than 5 years.

Because:

If a member in good standing decides to file a charge after careful considerations, it signifies the severity of the case. The complainant should be reassured knowing that the respondent(s) will pay the consequence of their actions. This will remind members of the union to be mindful of their behaviours/actions because there are clear penalties. Union members have rights and privileges, but they also have obligations.

The new language would read:

Point b. suspension from the office and/or membership and its rights and privileges, **for a specified period of time not less than 5 years.**

Point d. denial of the right to hold office in the Union or Local **for a specified period of time not less than 5 years.**

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 34

Submitted by the Arrowsmith Local

Article: 21
Section: J
Subject: Convention Questions

HEU Will:

Avoid members from calling the question until 3 consecutive pro and con speakers have spoken at the microphone.

Because:

It will make sure that there is adequate debate and equal opportunity for members to discuss the issues.

The new language would read:

Amend Article 21, Section J by adding the following:

No member shall call the question until at least three (3) unopposed speakers have had the opportunity to speak.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 35

Submitted by the Prince George Local

Article: 21
Section: J
Subject: Conventions & Facilities Sector Bargaining Conferences

HEU Will:

Allow a question on the floor be debated by a minimum of 3 (three) delegates before being called.

Because:

If a question is called before delegates have had sufficient time to speak to and debate a proposal or amendment; the convention delegates don't receive the benefit of hearing the very valuable thoughts, facts and opinions of others.

Hearing a fulsome debate allows delegates to form a meaningful and influential vote.

The new language would read:

Amend Article 21, Section J, subsection 13 as follows:

13) A question brought to the convention floor may be called after a minimum of three (3) delegates have had the opportunity to speak on the topic of debate.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 36

Submitted by the Provincial Executive

Article: 21
Section: J
Subject: Rules of Order

HEU Will:

Amend Article 21, Section J, Subsection 4), with immediate effect, as follows:

4) Speeches shall be limited to three (3) minutes. **An additional one (1) minute is available for the delegate to include a territorial acknowledgement of Indigenous lands.**

Because:

Providing delegates with the opportunity to provide a territorial land acknowledgement will reinforce our union's work around Truth and Reconciliation.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 37

Submitted by the Provincial Executive

Article: 21
Section: J
Subject: Rules of Order

HEU Will:

Amend Article 21, Section J, Subsection 13, with immediate effect, as follows:

13) When the previous question is moved, **the chair shall first ensure that up to three speakers in favour and three against the main question have had an opportunity to speak before putting this motion to end debate to a vote. Having met that requirement, the chair will not permit further** ~~no~~ discussion or amendment of either motion ~~is permitted~~. If the majority vote that "the question be now put," the original motion has to be put without debate. If the motion to put the question is defeated, discussion shall continue on the original motion.

Because:

This change ensures that the Chair can determine whether there has been a fair opportunity for delegates to address an issue before the question is called.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 38

Submitted by the Provincial Executive

Article: 21
Section: J
Subject: Rules of Order

HEU Will:

Amend Article 21, Section J by deleting Subsection 18), and to take effect immediately:

~~18) A motion for Concurrence which is carried means that the Resolution or Constitutional Amendment itself has been carried. A motion for Concurrence which is defeated means that the Resolution or — 83 — Constitutional Amendment itself has been defeated. A motion for Non-Concurrence which is carried means that the Resolution for Constitutional Amendment itself has been defeated. A motion for Non-Concurrence which is defeated means that the Resolution or Constitutional Amendment itself has been carried.~~

Because:

The existing process of voting on concurrence/non-concurrence is counter-intuitive and confusing for many delegates. Deleting this section will provide for a more clear process where delegates will still hear the recommendation of the committee but will be voting on the motion.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 39

Submitted by the City Centre Care Local

Article: 22
Section: New - Section F
Subject: Provide compensation for retirees - additional section

HEU Will:

Additional/Add Section F to Article 22 - Miscellaneous.

It states: Compensation for retirees from local funds.

Because:

Many Locals would like to provide retiring members with a parting gift to acknowledge their work/services in the local at any level.

Currently, the constitution is silent on the use of funds and members would like to allocate funds for this matter but are unable.

The constitution allows for bursaries, death benefits, labour council, educational programs & seminar & compensating time but not for the retirees.

The union should make them happy.

The new language would read:

Any member entering full retirement from working at a jobsite represented by a local, shall be entitled to an amount as determined at a monthly/general meeting of that local as a gift for their service to that local. The amount will be matched by the financial secretaries office for that particular year and will be divided among the retirees of that local.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 40

Submitted by the WHR Lower Mainland Local

Article: 23
Section: F
Subject: Death Benefit By-Laws

HEU Will:

Amend Article 23 section F to add after the first sentence of the fourth paragraph; The Hospital Employees' Union will retain both a physical copy and a digital copy of all death benefit cards.

Because:

Physical cards can get lost or misplaced.

The new language would read:

The Hospital Employees' Union will retain both a physical copy and a digital copy of all death benefit cards.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 41

Submitted by the Grange Local

Article: 23
Section: G
Subject: Death Benefit By-Laws/No Beneficiary

HEU Will:

Reimburse burial expenses of a deceased member from any benefits accruing from the Member's death.

Because:

Cheque payable to the member's estate require additional cost.

Burial expenses incurred directly benefits the member. Family members/close friends will have an easier time making arrangements knowing that these expenses will be reimbursed.

The new language would read:

Amend Article 23, Section G by adding the following:

Except when a family member or close friend of the member can show proof of burial expenses with the member's death certificate. Then the Financial Secretary may approve the reimbursement.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 42

Submitted by the Provincial Executive

Article: 26
Section:
Subject: Honourary Members

HEU Will:

Amend Article 26 to include “Victor Elkins” and “Ken Robinson” under the category of “Presidents”.

Because:

Brothers Victor Elkins and Ken Robinson demonstrated their commitment to the HEU membership through their service in the role of President.

The new language would read:

Presidents

- Alex Patterson
- George Wilson
- Hector Carden
- John Fleming
- W.D. (Bill Black)
- Gordon (Gordie) MacPherson
- Bill McDonald
- Fred Muzin
- Ken Robinson
- Victor Elkins

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 43

Submitted by the South Granville Park Lodge/Terraces on 7th Local

Article:
Section:
Subject:

HEU Will:

Support all members to be active in our union or community to be one.

Because:

To create and understand by the amendment to solve all necessary fact's.

To have knowledge of our new current union policy.

The new language would read:

Coastal and Fraser.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Constitutional Amendment 44

Submitted by the Yaletown Local

Article:
Section:
Subject: Chief Steward/Shop Steward

HEU Will:

Roll out responsibilities of a Chief Shop Steward and Shop Steward with more adequate information about the responsibilities.

Because:

In our HEU constitution, it does not describe the role of Chief Shop Steward, more clarification is needed.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Tabled by 2021 Convention - Amended

Constitutional Amendment 45

Submitted by the Provincial Executive

Article: 15
Section: B(a) and E
Subject: Nomination & Election of Local Officers (Two-year Terms)

HEU Will:

Amend Article 15, Section B, Subsection (a) by replacing “the calendar year” with “odd-numbered years”

and

Amend Article 15, Section E, by changing the terms of Trustees by replacing the rest of Section E after “PROVIDED HOWEVER” with the following: “that at the Local meeting called for the purpose of elections, the Trustee receiving the highest number of votes shall serve a four-year term, the other shall serve a two-year term. For the purposes of implementing this provision, all Local Trustees’ terms of office will be deemed to be expired at the Local meeting called for the purpose of elections in 2022, and three trustees will be elected, with the Trustee receiving the highest number of votes serving a four-year term, the other two serving two-year terms.”

Because:

This would allow for Local executive members to have a two-year term, providing for a longer opportunity to access training and gain experience in the role, and minimize disruption for local operations.

The new language would read:

Section B
NOMINATION &ELECTION OF OFFICERS:
a) The nomination and election of Officers shall take place no later than April 30 in odd-numbered years, by secret ballot. The method of conducting the elections shall be decided by a majority vote of the Membership at the regular November meeting of their Local.

AND

Section E

TERMS OF OFFICERS: The terms of the elected Officers shall expire immediately following the installation of Officers at the Annual General Meeting at which their successors are elected and qualified, PROVIDED HOWEVER, that at the Local meeting called for the purpose of elections, the Trustee receiving the highest number of votes shall serve a four-year term, the other shall serve a two-year term. For the purposes of implementing this provision, all Local Trustees' terms of office will be deemed to be expired at the Local meeting called for the purpose of elections in 2023, and three trustees will be elected, with the Trustee receiving the highest number of votes serving a four-year term, the other two serving two-year terms.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

**Referred by 2021 FBA Bargaining
Conference**

Constitutional Amendment 46

Submitted by the St. Paul's Local

Article:
Section:
Subject:

HEU Will:

Increase rebates to the locals by 10% on all rebate types.

Because:

It's been stagnant at 10% for many years and this will help some of the locals with a larger budget.

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence

Refer to Bargaining Conference

Constitutional Amendment 47

Submitted by the Blenheim Local

Article: 30 - Special Leave
Section:
Subject: Birthday OFF with pay

HEU Will:

COMMITTEE

Concurrence Non-Concurrence

CONVENTION

Concurrence Non-Concurrence